

The **LABOUR GAZETTE**

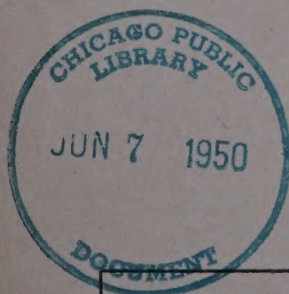
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MAY, 1950



CANADA



IN THIS ISSUE

Two Surveys of the Primary Textile Industry:

- (1) Collective Agreements
- (2) Wages, Hours and Working Conditions

Legislative Proposals of Labour Organizations

ILO Proposes Discussion of Labour Productivity

THE LABOUR GAZETTE

The Official Journal of the Department of Labour of Canada

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THE LABOUR GAZETTE

PUBLISHED MONTHLY BY THE DEPARTMENT OF LABOUR

Hon. Humphrey Mitchell, Minister

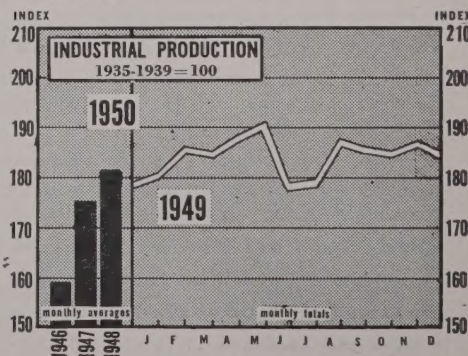
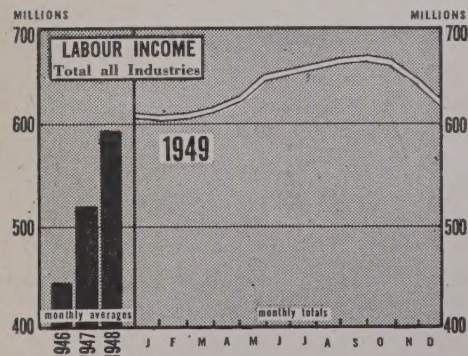
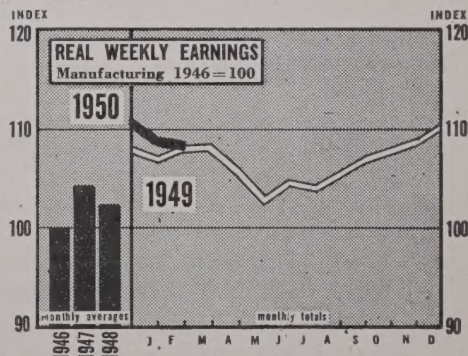
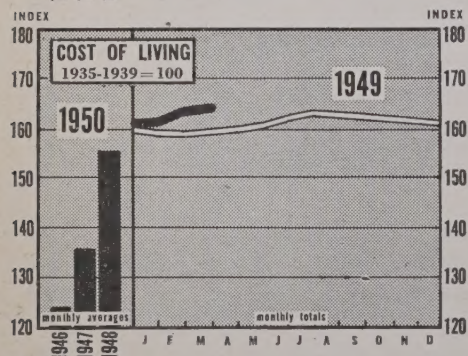
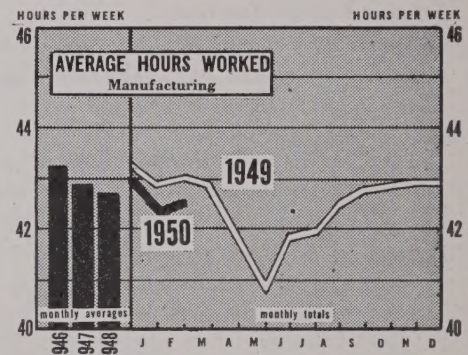
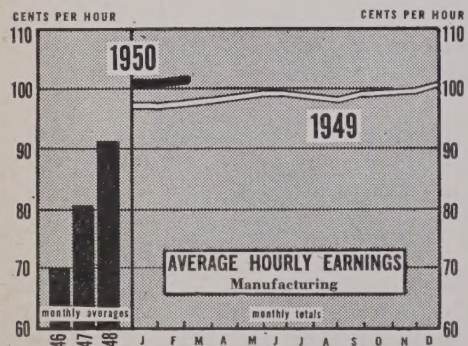
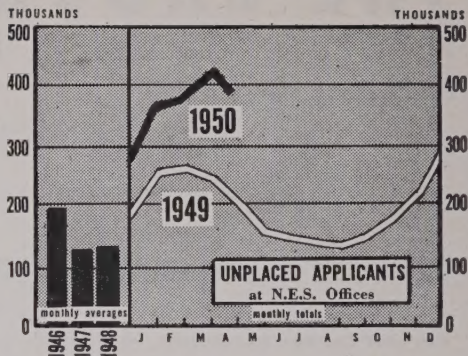
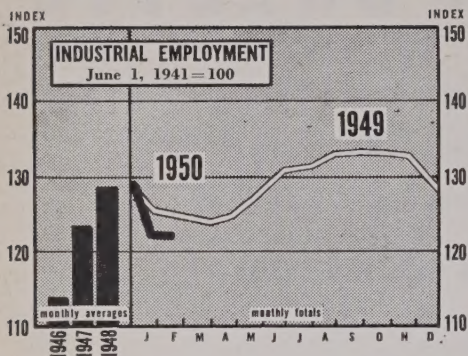
Arthur MacNamara, C.M.G., LL.D., Deputy Minister

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MAY, 1950

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CURRENT LABOUR CONDITIONS

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This article summarizes the latest employment and labour information available at May 10, as the LABOUR GAZETTE went to press. It was prepared by the Economics and Research Branch, Department of Labour.

AFTER a winter of the heaviest unemployment since the end of the war, the employment situation in most sections of the country was beginning to improve rapidly by the first of May. A slow improvement had been evident for more than a month, but it was not until towards the end of April that construction, transportation, the service industries and agriculture began to provide a large number of jobs for many of those who have been seeking work through National Employment Service offices.

The supplementary unemployment insurance benefit program, which ended this year on April 15, brought to the employment offices many job seekers who had not previously registered for work. As a result, total registrations at the National Employment Service reached a peak of 434,700 on April 6, even though there had been considerable improvement in the employment situation by that time. After this date, registrations began to decline, at first slowly and then more rapidly as the month advanced. In the last week of April alone, total registrations dropped by over 19,000, and by May 4, there was a further decline to 387,600, 47,100 below the April 6 peak.

At this time of year, when there are many new job openings, the official figures on registrations at National Employment Service offices tend to understate the extent of the decline in the numbers seeking work. Any application for work remains on file at the local employment office for 30 days after the date of the last registration. Should a worker find a job before the 30 days has elapsed, neither he nor his employer is under obligation to notify the local offices.

In addition to the job openings in construction, agriculture and transportation, other seasonal increases of employment continue to take place in manufacturing industries such as those producing household furniture, electrical apparatus, and in sawmills, heavy metal industries and some sections of the clothing industry. In some of these plants, employment has been increasing at a somewhat slower rate than is usual at this time of year. Not all manufacturing groups share in this improvement: a certain amount of short time work still exists in such industries as primary textiles and foundries.

In themselves, seasonal increases in employment give little indication of the economic conditions of the country; employment in Canada has always increased during April and May whether there has been a boom or a depression. Of more significance is the level of employment likely to be reached throughout the rest of the year.

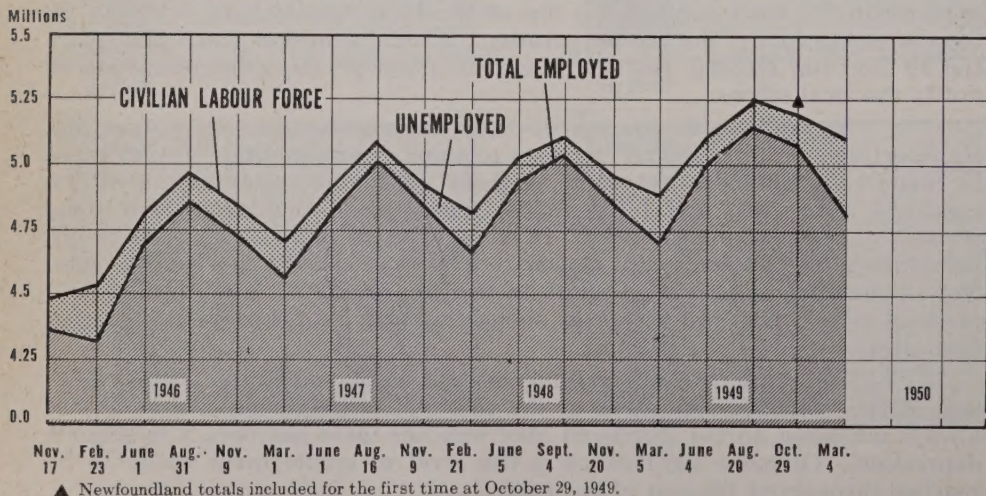
It is anticipated that employment in almost all major industry groups during 1950 will reach a level slightly above that of last year. Employment prospects in the construction industry are particularly good, and in agriculture it is unlikely that reduced farm income will decrease the demand for workers, assuming a normal crop year.

The most important exception to the general upward trend is the manufacturing industry, where the level of employment is expected to be slightly below that of last year. The outlook for the different industries within the manufacturing group varies considerably. In the automobile industry, for example, employment is expected to increase as the industry produces at or near capacity to fill the continuing strong demand for cars. In the primary iron and steel industry, most plants expect to produce at high levels throughout most of the year. Uncertain supplies from the United States for some types of steel and the fact that the Canadian steel prices are below the American will result in a steady demand for the Canadian products for some months to come. In contrast, firms producing railroad equipment will probably continue to reduce their staffs, as orders from the railroads decrease.

A program of capital investment which will reach an estimated \$3.6 billion, favourable markets for our exports in the United States, and a continuing strong consumer demand are among the important basic factors on employment in Canadian industries. A large portion of the capital investment will be concentrated in housing and public utilities, and the development of natural resources, such as oil in Alberta, and iron ore in Ungava. While the dollar shortages are reducing British and European demand for Canadian goods, alternative markets for many of these products are being found in the United States, which has already become our single most important export market. During March, when total value of exports was 5 per cent above that of March, 1949, two-thirds of our exports were shipped across the border, a proportion of sales to the United States unprecedented in Canadian history. The American demand is particularly strong for pulp and paper, mineral products and lumber. In the domestic market, increases in wage rates and weekly earnings, and a continued high level of employment will

(Concluded on page 694)

LABOUR FORCE, EMPLOYMENT AND UNEMPLOYMENT



CURRENT LABOUR STATISTICS

(Latest available statistics as of May 10, 1950)

Principal Items	Date	Amount	Percentage Change from	
			Previous Month	Same Date Previous Year
Manpower—				
Total civilian labour force (a).....	Mar. 4	5,108,000	—	+ 2.2(c)
Persons with jobs (a).....	Mar. 4	4,796,000	—	+ 0.4(c)
Persons without jobs and seeking work (a).....	Mar. 4	312,000	—	+45.7(c)
Registered for work, N.E.S. (b)—				
Atlantic Region.....	May 4	76,855	- 1.0	— (e)
Quebec Region.....	May 4	144,985	- 6.9	—
Ontario Region.....	May 4	77,997	-17.7	—
Prairie Region.....	May 4	48,465	-15.1	—
Pacific Region.....	May 4	39,272	-20.6	—
Total, all regions.....	May 4	387,574	-10.8	—
Ordinary claims for Unemployment Insurance				
Benefits.....	Mar. 31	265,382	- 7.3	+42.8
Amount of benefit payments.....	Mar.	\$15,747,725	+15.7	+52.0
Index of employment (June, 1941 = 100)				
(Eight leading industries).....	Mar. 1	122.2	- 0.4	- 1.2
Immigration.....	Feb.	4,959	+33.7	(-38.5) (d)
Industrial Relations—				
Strikes and lockouts-days lost.....	April	14,640	—	(-70.4) (d)
Number of workers involved.....	April	2,585	—	(-36.9) (d)
Number of strikes.....	April	20	—	(+41.3) (d)
Earnings and Income—				
Average weekly salaries and wages				
(Eight leading industries).....	Mar. 1	\$44.69	+ 1.8	+ 3.3
Average hourly earnings (mfg.).....	Mar. 1	\$1.014	+ 0.5	+ 3.9
Average hours per week (mfg.).....	Mar. 1	42.5	+ 0.5	- 1.2
Average weekly earnings (mfg.).....	Mar. 1	\$43.10	+ 1.0	+ 2.7
Cost of living index (av. 1935-39=100).....	April 1	164.0	+ 0.2	+ 3.0
Real weekly earnings (mfg. av. 1946 = 100).....	Mar. 1	107.7	- 0.3	- 0.1
Total labour income.....	Jan.	\$620,000,000	- 3.4	+ 2.1
Industrial Production—				
Total (av. 1935-39 = 100).....	Mar.	189.0	+ 1.1	+ 1.7
Manufacturing.....	Mar.	197.8	+ 1.3	+ 0.2
Non-durables.....	Mar.	182.6	+ 2.8	+ 1.7
Durables.....	Mar.	223.9	- 0.7	- 1.9
Trade—				
Retail trade.....	Mar.	\$620,200,000	+ 21.2	+ 7.0
Exports.....	Mar.	\$228,200,000	+ 14.4	+ 5.3
Imports.....	Mar.	\$237,400,000	+ 18.6	+ 0.6

(a) Estimated on basis of sample labour force survey. Only those who did not do any work in the survey week are here classified as persons without jobs.

(b) Some of these "unplaced applicants" registered at the National Employment Service Offices are persons with a job who are seeking other work. On the other hand, there are persons without jobs and seeking work who do not come to the N.E.S. offices.

(c) These percentages calculated on basis of 1949 figures excluding Newfoundland.

(d) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

(e) Percentage change from previous year is not given, as the inclusion of claimants for supplementary benefits makes the figures not comparable.

Data in this table are preliminary figures from regular reports compiled by various government agencies, including Dominion Bureau of Statistics, the Unemployment Insurance Commission, the Immigration Branch, Department of Citizenship and Immigration, and the Economic and Research Branch, Department of Labour. Detailed information can be found in the statistical appendix of the LABOUR GAZETTE.

NOTES OF CURRENT INTEREST

Dominion-provincial farm labour agreements renewed

Renewal of the annual Farm Labour Agreements between the Dominion and the several provinces was ratified by Order in Council, P.C. 1317, dated March 14, 1950, which was tabled in the House of Commons by Mr. Paul Côté, Parliamentary Assistant to the Hon. Humphrey Mitchell, Minister of Labour, on March 27, 1950.

The Order gave authority to the Minister of Labour to enter into an agreement on behalf of the Federal government with each of the provinces for the movement and placement of persons in employment in agriculture and related industries on substantially the same terms and conditions as in former years (L.G., 1948, p. 418).

The agreements were first entered into in 1943 (L.G., 1943, p. 568) and have been renewed annually with slight modifications from time to time. This co-operative arrangement between the Dominion and the several provinces proved its worth in wartime and has continued to be a valuable factor in the efficient placement of farm labour in the post-war period.

The scheme was approved in principle at the conference of farm labour officials held in Ottawa last December, subject to ratification by the responsible provincial administrative officials (L.G., Feb., 1950, p. 192). Copies of the agreements covering the 1950 crop season were sent to the provincial governments by the Immigration and Farm Placements Branch of the Federal Department of Labour on March 30. It was expected that they would be returned duly executed by most, if not all of the provinces, by the end of April.

Mr. Mitchell stated recently that a major objective of the agreements was to provide farm help when and where it was most needed. Largely as a result of movements of agricultural workers under the provisions of the agreements, no crop losses were reported in 1949 due to shortage of farm help. He pointed out that considerable satisfaction had been expressed in connection with the joint efforts of Dominion and Provincial officials to solve farm labour problems during the past few years. He cited as an example a resolution recently passed by the B.C. Fruit Growers' Association to the effect that the program had been of great benefit to the fruit growing areas of British Columbia and requested that the service be continued this year.

Approximately 3,500 agricultural workers were involved in movements within Canadian borders during 1949, organized under these Dominion-provincial agreements. The largest movement was the reciprocal swing of harvesters from West to East and from East to West which involved approximately 1,700 workers. Other important movements were: potato pickers from New Brunswick and Nova Scotia to Prince Edward Island; fruit pickers from the Prairies to British Columbia; and hay harvesters from Nova Scotia to Prince Edward Island.

In addition to the movements of workers within Canadian borders there were three large international movements between Canada and United States. These included 1,350 potato pickers from New Brunswick and Quebec to Maine, and 350 sugar beet workers from Saskatchewan to Montana. A third international movement was of 2,150 tobacco workers from United States to Ontario.

Rent controls continued until 1951

Speaking in the House of Commons on March 24, 1950, the Hon. Douglas Abbott, Minister of Finance, announced the Government's intention to continue rent controls until April 30, 1951, but no longer. He said that in the meantime "no further adjustments will be made in rental ceilings or in the conditions affecting security of tenure, except in individual cases as permitted under the regulations as they now stand, or minor amendments to the regulations that may be found necessary. In short, there will be a standstill in rent control."

Mr. Abbott referred to the unanimous decision of the Supreme Court (summarized elsewhere in this issue, on page 710) that the federal Wartime Leasehold Regulations are valid during the continuance of the emergency they were adopted to meet.

"The Government considers," he said, "that it should not ask Parliament to continue its emergency authority any longer than is absolutely necessary. These are extraordinary powers and they should be exercised with great discretion. As the Chief Justice has said, 'There is no doubt that under normal conditions the subject matter of rents belongs to the provincial jurisdiction under the head of property and civil rights, in Section 92 of the British North America Act.' The Federal Government has never disputed this, and has in fact, over the past two years, offered to

vacate the field to any province that desired to assume responsibility; and one province, Saskatchewan, has already arranged to take over on April 1, 1950.

"For these reasons, the Government does not intend to ask for a further extension of the Continuation of Transitional Measures Act beyond April 30, 1951. It is the government's view that over the next thirteen months the operation of the relaxations now in effect, combined with additions to the housing supply, will have permitted enough adjustment to take place so that any problem which may remain can be dealt with adequately—and with closer regard to local conditions and needs—on a provincial basis."

On March 30, the Royal Assent was given to legislation extending the Continuation of Transitional Measures Act.

Minister of Finance on employment problems

In his annual Budget address, delivered in the House of Commons on March 28, the Hon. Douglas Abbott, Minister of Finance, made reference to employment in Canada and Government policy in regard to regional problems.

"Total unemployment," he said, "even at its seasonal peak, has not been large, judged by normal and usual conditions in this country. It has, however, been uneven in its regional incidence.

"The largest single element in the past winter's unemployment has been the sharp decline in woods operations associated with the policy of the principal pulp and paper companies in reducing their heavy pulpwood inventories. Other pools of unemployment have been created by decline of particular export markets.

"The marketing prospects for our pulp and paper industry appear to be good, and if these are maintained I would expect the woods operations next winter to be at a normal level. We shall continue to give all the help we can in finding markets for such other commodities as may from time to time find their markets upset.

"I want to make it clear, however, that the central government cannot and should not attempt to assume responsibility for all these regional problems. In my mind the proper role of the central government in our federal state is fourfold. First, through its fiscal and general policies it should endeavour to create a favourable climate for healthy economic expansion and development. Second, it should have careful regard in planning its own operations for the best timing and the best placing of its capital and developmental

expenditures. Third, it should recognize a special responsibility for the promotion and development of our basic primary industries and other industries of a national significance. Fourth, it should be ready to co-operate actively with provincial governments, and through the provincial governments with municipalities, in meeting regional problems that threaten nation-wide economic repercussions. . . .

"The consensus of informed views about the outlook for 1950," said Mr. Abbott, "is that employment output and price levels in both Canada and the United States will show no great change from 1949. The balance of probabilities for Canada indicates a moderate increase in the domestic and United States demand for our products, offset in part by a reduction in overseas demands, with prices tending slightly downward, and employment slightly upward."

Canadian safety film wins competition

Hon. Humphrey Mitchell, Minister of Labour, announced recently that a Department of Labour safety film produced by the National Film Board in co-

operation with the Information Branch of the Department of Labour had been judged the outstanding non-theatrical motion picture in the occupational safety field produced in Canada and the United States in 1949. The award was made by the National Committee on Films for Safety, with headquarters at Chicago,

The picture, which was circulated throughout Canada during 1949, dealing with safe clothing in industry, is the fifth in the series of industrial safety films, "Accidents Don't Happen—They're Caused", produced for the Department of Labour.

The picture demonstrates with humour, sometimes grim, the chances a machinist takes when he wears the wrong clothes on the job. Brogan thought Foreman McCardle had gone crazy when he had him, Brogan, carried away from his machine to hospital on a stretcher. When the industrial nurse started to operate, Brogan, who was feeling perfectly healthy, was terrified. But it was Brogan's clothes that got the surgery—his trailing necktie, his baggy-sleeved sweater, his cuffed pants and his thin-soled shoes.

The other four films in the series deal with the organization of safety committees, safe practice in machine operation, proper handling of heavy objects and accidents due to falls. All films were produced in both French and English versions.

A total of 3,446 showings of these films have been made in Canada since they were

issued in 1946, reaching an audience in this country of about 266,000. Estimated audience reached by the prints of the films which were sold in Canada and abroad is well over one million. A total of 216 prints of the film have been sold in Canada and 960 abroad, in the United States, Great Britain, France and in countries as far away as Turkey and New Zealand.

Monograph on sheet metal trade

A new publication in the "Canadian Occupations" series, entitled *Sheet Metal Worker* was released for distribution on March 14 by Hon. Humphrey Mitchell, Minister of Labour.

Like the five earlier publications on trades in the construction group, this is issued both as a monograph dealing with the occupations in considerable detail, and as a shorter, simplified pamphlet.

These Department of Labour monographs are designed to fill a need for specific and accurate information on careers in the various Canadian occupations. Each monograph covers a particular trade from such standpoints as the qualifications required, duties, training, earnings, advantages and disadvantages. The co-operation of labour and management officials in receiving manuscripts and suggesting improvements had been of the greatest assistance to the Department in assembling accurate material.

There has been an increasing demand for these publications, the Division points out, not only from young people who were planning their careers, but from teachers, youth counsellors, employment officers and union officials. Industry and the trades are expected to benefit from the wide distribution of this type of information by receiving young entrants alive to the possibilities and requirements of their chosen professions.

Further publications in the "Canadian Occupations" series are now being prepared.

Silicosis, TB X-ray services to be expanded

An extension of chest X-ray services for industrial workers exposed to silica dust is to be financed from Ontario's share in the federal health grants, Hon. Paul Martin, Minister of National Health and Welfare announced on March 7.

Large X-ray units operated by the Ontario health department's division of industrial hygiene give periodical chest X-rays to workers in foundries, quarries, mines, potteries and other industries where there is danger of pulmonary ailments developing through exposure to silica dust, Mr. Martin explained. Because of the extensive territory to be covered, the large

X-ray units cannot visit an industry more often than once in about 18 months.

With a \$7,000 grant from federal health funds, the Minister of Health said a smaller mobile X-ray unit will be bought to provide follow-up examinations for men who are found to have chest conditions requiring observation or review more frequently than the regular examinations permit.

"Silicosis ranks well up among the health hazards of modern industry," Mr. Martin stated. "Both industry and government are anxious to see that every possible measure is taken to prevent the development of this disease among men whose work exposes them to it. . . ."

On March 10 Mr. Martin revealed that Ontario's tuberculosis services will be expanded with the purchase of four more mobile X-ray units. The new units will be stationed at the sanatoria in London, Weston, St. Catharines and Fort William.

Expansion of clinical facilities has been a co-operative enterprise with the Ontario Department of Health and the sanatoria providing clinical supervision and local, voluntary tuberculosis committees paying the costs of operation from Christmas seal funds, Mr. Martin explained. Since the local groups cannot assume the full cost of expanded services in their districts the Federal Government will provide the necessary equipment and meet the salaries of the clinic physician and the X-ray technician needed to operate it. The voluntary associations will still be responsible for equipment upkeep, supplies and travelling expenses.

Health plan to meet hazards of radioactive materials

The Industrial Health Division of the Department of National Health and Welfare has formed a new section to develop a radiological health program to meet potential health hazards created by the increased use of radioactive materials and radiation-producing apparatus.

This was announced on March 22 by the Minister of National Health and Welfare, Hon. Paul Martin, who said that the Civil Service Commission had approved the appointment of Dr. G. H. Guest, Chalk River, Ont., to take charge of this work. Dr. Guest was formerly head of the health radiation branch in the National Research Council's atomic energy project at Chalk River.

According to Dr. K. C. Charron, chief of the Industrial Health Division, more and more radioactive materials are being distributed in Canada. Many of the

universities are now receiving them for medical and biological research as are a few of the larger hospitals. Industry has also begun to use radioactive substance, particularly radium and radioactive cobalt. Their uses include detection of flaws in metal castings and as static eliminators. The health radiation section will deal with radiological health problems referred to the federal health department, act as a source of information on radiological health for other departments of the federal government, and assist provincial and local health agencies in health radiation problems.

Experience has shown, Dr. Guest stated, that persons can work with radioactive substances with safety, provided proper care is taken. However, industry and laboratories must be properly equipped to handle these potentially dangerous materials. Health precautions include use of electronic equipment such as a Geiger counter for checking hands, clothing and furniture for radioactive contamination; use of specially sensitized film to ensure that no one is receiving a dangerous amount of radiation; special laboratory clothing and special cleaning and disposal services.

Production higher in Canada in 1949

Preliminary estimates by the Dominion Bureau of Statistics indicate that Canada had a gross national product and expenditure of more than \$15.9 million in 1949, an increase of three per cent from the revised estimate of nearly \$15.5 billion for 1948. In volume terms, the Bureau estimates the gain last year over 1948 at two per cent.

The Bureau has published its findings in a report entitled *National Accounts, Income and Expenditure, Preliminary, 1949*. The report contains a series of tables showing figures for such matters as salaries and wages, corporation profits, spending and investment, and taxes.

National income increased in 1949 to \$13.0 billion from the revised estimate of \$12.5 billion in 1948, the Bureau states. This gain of four per cent is fully accounted for by a rise of seven per cent in salaries, wages and supplementary labour income, placed at \$7.630 million as against \$7.113 million in the previous year. Agricultural income, which showed a sharp increase in 1948, was down four per cent, from \$1.660 to \$1.587 million, despite higher wheat adjustment payments, while net income of other unincorporated business advanced to \$1.272 from \$1.252 million. Investment income also rose slightly to \$2,373 from \$2,348 million, a decline in corporation

profits—largest component of investment income—being more than offset by increases in other components.

The most striking change shown in the components of gross national expenditure was a marked decline in the rate of inventory accumulation. There was no noticeable increase in inventories at the end of 1949 over 12 months earlier, whereas there was an increase of \$646 million or four per cent of gross national expenditure in 1948. In physical terms, an actual reduction of inventories last year is indicated.

Gross home investment increased in housing to \$753 million from \$647 million the previous year, and in plant and equipment to \$2,076 from \$2,016 million. However, housing alone showed an increase in volume.

Consumer spending rose seven per cent from \$10.1 to \$10.8 billion, representing—after allowance for price increases—an advance of two per cent in real consumption. The largest volume increase in consumer spending was on durable goods, such as automobiles and furniture, amounting to 10 per cent. On the other hand, spending on semi-durable goods, although slightly higher in value, actually declined in physical terms.

Government expenditure on goods and services increased to \$2,108 million in 1949 from \$1,787 million in 1948, accounting for 13 per cent of gross national expenditure as compared with 12 per cent. Increased federal spending on national defence and on inventories in connection with price support programs, and increased capital expenditure at provincial and municipal levels accounted for most of the change.

Exports of goods and services last year remained at approximately the 1948 level of \$4.0 billion, but imports increased from \$3.6 billion to \$3.8 billion. Thus net foreign investment declined substantially.

Ford pension plan settlement

It was announced in the press on April 11 that settlement had been reached in the dispute between the United Automobile Workers (CIO-CCL) and the Ford Motor Company of Canada Limited concerning the adoption of a company-financed pension plan for employees. The dispute commenced about a year ago and was followed by the handing down of a decision by a Conciliation Board which recommended the establishment of a \$55 a month pension (L.G., April, 1950, pp. 454-9).

The new pension plan is the major innovation in the revised Ford contract, although other changes will be included in the contract which will be signed on September 1 of this year according to the statement. Preliminary reports indicate that the plan provides for payment of a \$55 a month pension as was suggested by the Conciliation Board. This will be financed by the company and it is estimated that the cost will be \$1,000,000 annually for future funded pensions and \$1,460,000 additional each year for a 10-year period to finance past service credits.

The plan, as presently constituted, will be administered jointly by the Company and the Union. Its terms will not be subject to further negotiations for a period of five years. The pension provisions will go into effect 4 months after the agreement is signed. Although the retirement age is set at 65 years after 30 years of service, the Company has agreed not to force any worker to retire until his 68th birthday after May 1, 1951.

Joint consultation in industry enters new stage

The practice of joint consultation between management and labour which received great impetus in Britain during wartime, then became less important in the period immediately following, has entered a new stage of its development, according to the British *Ministry of Labour Gazette* of February.

The necessity of resuming activities became apparent soon after the end of the war with the growing awareness of the "country's serious economic position," the article states. Early in 1947 the National Joint Advisory Council of the Ministry of Labour and National Service, with a view to increasing production, initiated a fresh campaign to get the consultation principle accepted by management and labour alike and put into effect throughout the whole field of industry.

The Council adopted a resolution recommending its constituent organizations on both sides to set up joint consultative machinery where it did not already exist, on lines best suited to the needs of the industry involved. The recommendation clearly stressed that the machinery would be voluntary and advisory and that it would not deal with terms and conditions of employment normally dealt with through machinery of joint negotiation.

As a result of the campaign, states the article, many industries which previously had not arrived at any national agreement about joint consultation have now formally

accepted the principle. Other industries have revised and brought up to date their existing agreements.

In the Acts which provided for the socialization of the coal, transport, civil aviation, electricity and gas industries, there is a clause obligating management "to seek consultation with the appropriate trade unions . . . for the promotion and encouragement of the workers, and for the discussion of other matters of mutual interest, including efficiency in the operation of services provided by the industry."

In recent months the British Labour Ministry has sponsored conferences of firms with and without formal methods of consultation. Through its Personnel Management Advisory Service the Ministry has also given help to firms on this subject.

Guaranteed wage for New York laundry workers

A guarantee of forty hours' work every week is contained in a two-year agreement recently negotiated between the Laundry Workers' Joint Board, affiliated with the Amalgamated Clothing Workers (CIO), and four major employer associations in the New York City area, according to the *New York Times*.

Inasmuch as the laundry industry operates year-round and is not seasonal, these conditions of employment mean that under normal conditions employees can look forward to what amounts to a guaranteed annual wage, in the view of the union.

High construction activity in U.S.A.

Construction activity in the United States is described officially as having been "unusually high" throughout the winter months of 1950.

A summary for the first quarter of 1950 shows new construction work valued at \$4.4 billion, 18 per cent above the total for the first quarter of last year and the largest first quarter total on record. Private construction was up 17 per cent and public construction 21 per cent. Non-farm home-building, at \$1.9 billion, accounted for about 44 per cent of the first quarter total, compared with about 35 per cent for the first quarter of 1949.

European industrial teams study U.S. methods

Nearly 500 technicians and workers from 15 Marshall Plan countries visited the United States during 1949 to study American production techniques in fields ranging from wood research to fertilizer production, the Economic Co-operation Administration announced recently.

The studies included tours of large and small manufacturing plants, visits to private, university and government research stations and institutions, conferences with leading industrial, labour and agricultural authorities and actual experience in working with American technicians and workmen.

The projects sponsored under the program include visits of experts, technicians, and workers. All the participants agree to make the knowledge they gain available throughout industry in their own country.

Industrial teams from Denmark, France, and the United Kingdom have participated in the program. Other groups of technicians or individual experts from Austria, Belgium, Germany, Ireland, Italy, Luxembourg, The Netherlands, Sweden, Switzerland, Norway and Turkey have also visited the United States. An even greater volume of visits is anticipated in 1950.

CCL appoints committee on co-operatives

Appointment of a committee to investigate the possibilities of establishing consumer co-operatives and credit unions, was announced by the Executive Council of

the Canadian Congress of Labour on March 29. The committee is composed of Roy England, United Automobile Workers, Windsor; Tom MacLaughlin, Retail Wholesale and Department Store Workers' Union, Toronto; and Pat Conroy, Canadian Congress of Labour, Ottawa.

Housing construction in Canada 1949

Dwelling units completed in Canada in 1949 reached a total of 90,955 (87,533 new constructions and 3,422 conversions) according to estimates of the Dominion

Bureau of Statistics. This figure compares with 81,243 units completed in 1948 and brings the total number of dwelling units completed in the last five years to 367,471.

The carry-over of dwellings under construction at the end of this year was only slightly higher than at the end of 1948, "indicating that activity in the construction field may be levelling off," the Bureau reported. At the end of December, 1949, the number of unfinished dwellings (excluding conversions) reached 58,169 compared with 56,456 dwellings uncompleted at the end of December, 1948.

An average of 7.0 months was required to build each dwelling unit completed in Canada in 1949, compared with a 1948 average of 6.5 months. The monthly averages show a definite seasonal pattern, dwellings completed during the first half of the year taking longer than the average for the year and those completed during

the last half of the year taking slightly less time than the average for the year.

Most of the new dwelling units completed in 1949 were of the one-family detached type. These numbered 68,422, the remainder comprising 7,250 two-family detached, 480 in rows or terraces, 10,962 apartments or flats, and 419 other types.

Completions of newly constructed units by provinces in 1949 (compared with 1948 figures) were as follows: Prince Edward Island 258 (230); Nova Scotia 3,056 (2,588); New Brunswick 1,801 (1,991); Quebec 22,912 (20,171); Ontario 31,440 (26,391); Manitoba 4,807 (4,561); Saskatchewan 3,576 (3,211); Alberta 9,411 (6,223); British Columbia 10,272 (10,731).

From the types of dwelling constructed, an estimated 26 per cent of those completed in 1949 are for rental purposes compared with 25 per cent in 1948. The remainder will be owner-occupied.

End of manpower controls in Britain

Early in March the United Kingdom Government announced the end of controls on the movement of labour, with the revocation of the Control of

Engagement Order, 1947.

The Order, which was a modified form of the manpower controls used in wartime, made compulsory the use of Employment Exchanges. It also gave the Minister of Labour power to direct people into jobs regarded as essential.

The Rt. Hon. George Isaacs, Minister of Labour, said in Parliament on March 9 that there had been progressive relaxations in the administration of the Order; and that its application to coal mining and agriculture had ended at the end of 1949.

The Employment Exchanges, he said, "will remain freely at the service of employers and workers."

Although the duration of the visits varies according to the subject being studied, most of the projects provide for about six weeks of observations in the United States. The projects are not completed, however, when the visitors leave the United States as each delegation is committed to a full program of spreading the information they learn about American techniques.

Information is disseminated in the participating countries through such means as the distribution of reports and articles in technical publications and special meetings and lectures for those who could benefit.

The participating countries bear more than 50 per cent of the total costs of the projects. ECA meets the dollar costs of

the trips including travel and living expenses of the visitors while in this country. All other costs, such as ocean transportation, salaries of the experts and expenses involved in printing of reports, etc., are met by the sponsoring country.

New York law to aid older workers under study

The possibility of introducing legislation to prevent employment discrimination against older workers has been under study by a committee on Problems of the Ageing of the New

York State Legislature.

The Committee decided to postpone introducing the legislation until the 1951 Session of the Legislature, in order to give business an opportunity to improve the situation voluntarily, according to the *New York Times*.

Safety code for manlifts

A *Safety Code for Manlifts* which has been approved by the American Standards Association as an American Standard (ASA A90.1-1949), was recently published by the American Society of Mechanical Engineers.

The Code is intended as a guide to state and municipal authorities in the drafting of their regulations, and also for the voluntary use of manufacturers, architects, plant designers, and consulting engineers, and for users of equipment. It is applicable to the safe construction, maintenance, inspection and operation of lifts used for the conveyance of plant personnel, and does not cover moving stairways, elevators with enclosed platforms, gravity lifts or conveyors of materials.

The Code is divided into four parts. The rules in Part I deal with general requirements for the safe construction and maintenance of floor openings, landings, entrances and exits, emergency exit ladders and for the control of illumination.

Part II—Mechanical Requirements—recommends safe types of machinery and brakes and gives considerable space to the construction of belts, their proper width, strength and fastenings. Other rules in this section deal with maximum speed, construction of platforms or steps, handholds, emergency stops, electrical requirements and warning signs.

Parts III and IV include recommendations concerning operating rules, tests and inspection. All manlifts, the Code states, should be inspected by a competent, designated person at intervals of not more than 30 days, and a written record kept of each inspection. This record should be made available to qualified inspectors.

A page of safety diagrams illustrates the application of the Code Rules.

Further progress towards U.S. labour unity

Last month's *LABOUR GAZETTE* (p. 436) made reference to recent events indicating a trend towards labour unity in the United States.

Early in April a further important development occurred when Philip Murray, President of the Congress of Industrial Organizations sent a letter proposing "unity of action" to William Green, President of the American Federation of Labour.

Mr. Murray also wrote in the same terms to John L. Lewis, President of the United Mine Workers; A. J. Hayes, President of the International Association of Machinists; W. P. Kennedy, President of the Brotherhood of Railroad Trainmen; Alvanley Johnston, Grand Chief Engineer of the Brotherhood of Locomotive Engineers, and H. W. Fraser, Chairman of the Railway Labour Executives Association.

In his letter, Mr. Murray spoke of an "imperative need for common action on the part of organized labour to meet the present critical situation facing labour and the nation."

Referring to "widespread unemployment" and other problems on which legislative action was sought by labour, Mr. Murray stressed the importance of "effective unity of action" to obtain satisfactory results in the 1950 Congressional elections.

"The economic situation, the legislative impasse, and political realities, call for common action on our part—now," Mr. Murray's letter said.

"The ideal way to meet the challenge would be organic unity of all of labour. This is the desirable goal to which, I am sure, we all aspire.

"Pending organic unity, we must find the means, within the framework of our existing organizational structures, to marshal our resources, strength, and membership, in order to overcome the forces of reaction. In this way we can best preserve and advance the interests of our members and of the nation at large.

"I therefore propose that we establish a joint committee consisting of duly accredited representatives of our various organizations with authority to embark upon and pursue a common program. This committee should be given a double mandate. Immediately, it should be empowered to co-ordinate our efforts in the economic, legislative, and political spheres. It should also seek to achieve the organic unity of all of American labour."

Replying to the CIO proposal, the AFL President, William Green, wrote as follows:—

"The conclusions which you express in your letter make it clear that time and experience have shown that labour and labour's friends, united, can successfully deal with the forces of reaction through united action and united effort. That means that one plan and one purpose should be formulated by one strong, well-established labour organization.

"When several plans and policies are formulated, inspired as they may be by the same purpose on the part of those who compose and make up different labour organizations, it is difficult to unite and blend the conflicting plans into unity of purpose.

"I was pleased to note your statement that 'the ideal way to meet the challenge (of reactionary forces of the nation) would be organic unity of all labour. This is the desirable goal of which, I am sure, we all aspire.'

"You supplement this statement by a proposal to establish a joint committee consisting of duly accredited representatives of various organizations 'with authority to embark upon and pursue a common program' and that 'it should be empowered to co-ordinate our efforts in the economic, legislative and political spheres,' and 'it should also seek to achieve the organic unity of all of American labour.'

"Because your proposal deals with plans and policies to be pursued by the organizations to which your letter was addressed, it becomes imperatively necessary to submit your communication to the Executive Council for consideration and official action. I will submit your communication to the Executive Council when it meets on May 8 and will advise you as quickly as possible of such action as the Executive Council may take."

The leaders of the Mine Workers' and Machinists' unions expressed approval of Mr. Murray's proposal.

Mr. Lewis said that the Executive officers of the United Mine Workers would recommend to the UMW Board that it "authorize participation in your suggested Joint Committee."

Mr. Hayes said: "We stand ready to co-operate in any movement toward closer co-operative action. We also stand ready at all times to help bring about a completely united labour movement. . . ."

Replies from two of the railway organizations were to the effect that the proposals would be discussed in the early future.

AFL seeks formation of community employment committees

The American Federation of Labour has urged its local unions to foster community full employment committees to help find jobs for unemployed workers.

According to an AFL publication, *Labour's Monthly Survey*, such committees, representing labour, management and other groups, have already been founded in a number of communities.

Working in conjunction with the Employment Service, their functions are to examine local needs and resources; develop resources to meet needs; get new customers, new products, new uses for old products; bring in new industries; get financing for new equipment, working capital, plant expansion, new business; develop jobs, find needed skills, offer job training; start needed public works and service including slum clearance, schools, roads, medical care, teaching.

Stating that "business in general in our country is healthy," and that "the outlook is for continued high levels of business activity, but not for enough business expansion," the AFL declares: "This is the moment to start local activity to increase employment."

ICFTU plans training college for Asian trade unionists

At a dinner given in his honour at Washington recently by the AFL and CIO, J. H. Oldenbroek, discussed the work of the International Confederation of Free Trade Unions, of which he is Secretary-General (L.G., Feb., 1950, p. 172).

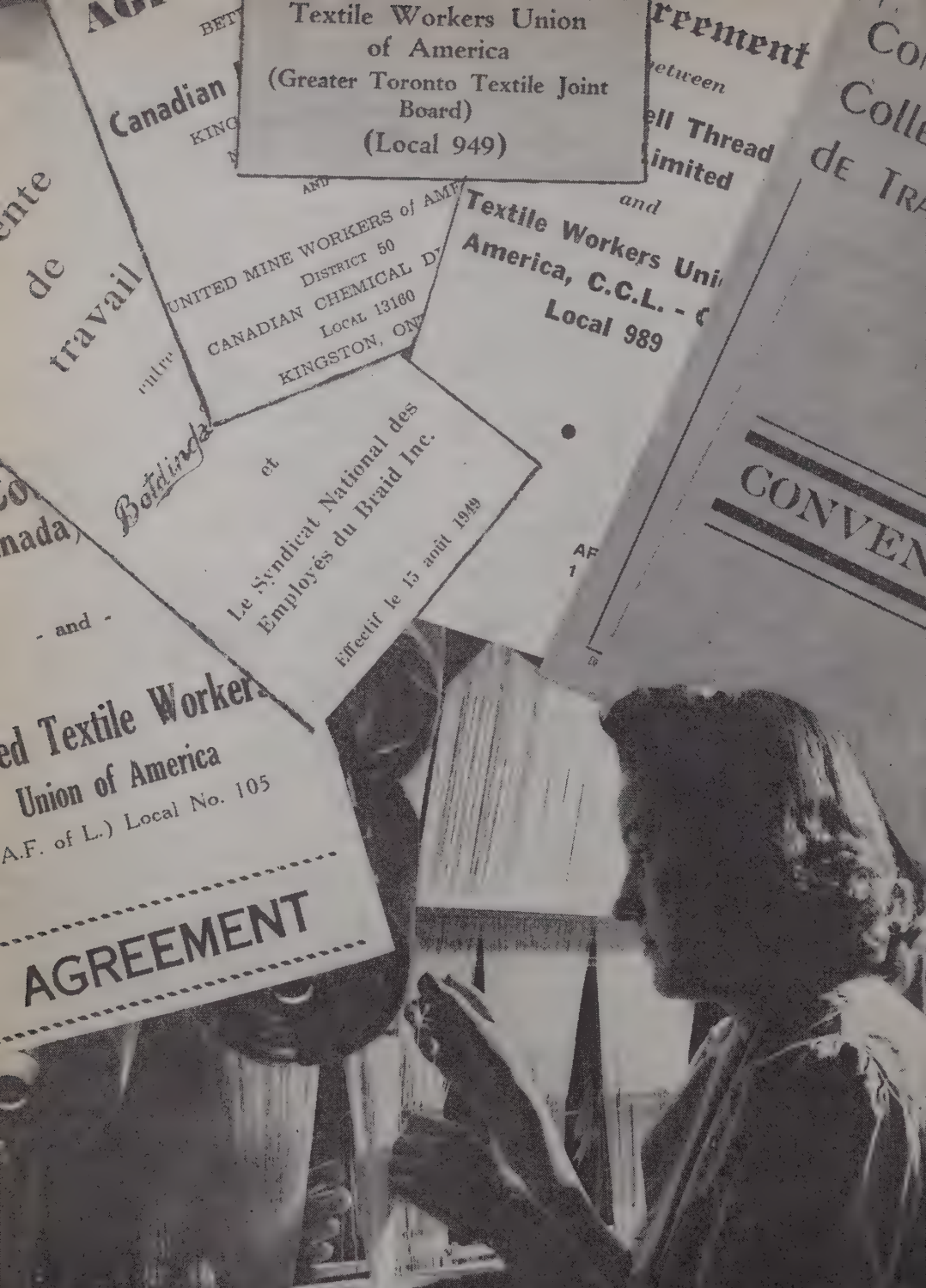
In addition to the task of fighting Communist groups, which is necessary but "somewhat negative," Mr. Oldenbroek said that the Confederation must have a "positive" program, and is now working one out.

"We must help improve the conditions of workers all over the world by providing them with advice, technical know-how and other aid," Mr. Oldenbroek said, as quoted in the *CIO News*.

He announced that the ICFTU plans to establish a training college for trade unionists in Asia "to teach them about such things as collective bargaining and playing a bigger role in public life."

The college, he said, would be operated for at least three years "on an experimental basis."

The International Confederation of Free Trade Unions was recently granted consultative status by the Economic and Social Council of the United Nations and by the International Labour Organization (see p. 668).



Textile Workers Union
of America
(Greater Toronto Textile Joint
Board)
(Local 949)

Canadian
KING

UNITED MINE WORKERS of AMERICA
DISTRICT 50
CANADIAN CHEMICAL D
LOCAL 13160
KINGSTON, ONT

Textile Workers Union
America, C.C.L. - C
Local 989

Le Syndicat National des
Employés du Braid Inc.
Effectif le 15 août 1969

ed Textile Worker
Union of America
(A.F. of L.) Local No. 105

AGREEMENT

COLLECTIVE AGREEMENTS
IN THE
PRIMARY TEXTILE INDUSTRY

The first important collective agreement in the primary textile industry in Canada was signed in 1937. Today, after more than a decade of collective bargaining, some 175 agreements, covering approximately sixty-five per cent of the wage-earners in the industry, are in effect. Besides an increase in the number of agreements, there has been a significant broadening of their scope since 1937, with the result that the agreements now in force include clauses applying to many aspects of labour-management relations.

The current agreements affecting production workers in the primary textile industry are analysed in the present article. Following a brief description of the industry, its workers and their organizations, the main features of 155 collective agreements are dealt with individually. The agreements studied apply to almost ninety-seven per cent of the workers in the industry covered by collective agreements, while those excluded apply to small groups of specialized workers, for example engineers, textile printers and textile engravers.*

THE PRIMARY TEXTILE INDUSTRY

The primary textile industry is that section of textile manufacturing which is devoted to the production of basic yarns and fabrics. Any further processing of these materials into garments and other derived products takes place in the secondary textile industry. Consequently, the operations carried out in the primary industry are limited to the spinning of yarns, the weaving of fabrics, and the bleaching, dyeing and finishing of these. The products of the industry take the form of cotton goods, hosiery and knitted goods, woollen goods, silk and artificial silk goods, and miscellaneous textile products.

In terms of gross value of production, and of the number of persons employed, cotton goods manufacturing is the most important section of the industry. The major products of this section are cotton yarn and cloth, but other products, including thread, batting and wadding, gauze and bandages, also bulk large in its output. In addition to hosiery, the products of the hosiery and knitted goods division include knitted outerwear and underwear. The woollen goods division is engaged in the manufacture of woollen cloth, yarn, and miscellaneous goods such as felts, of which woollen cloth production ranks first in importance. Yarns, threads and fabrics of silk, rayon and nylon make up the output

of the silk and artificial silk section of primary textiles. Finally the manufacture of miscellaneous textile products, including carpets, mats and rugs, linen fabrics, cordage, rope and twine and cotton and jute bags, comprises the remaining and smallest section of the industry.

Primary textiles as a whole, occupy an important position in Canadian manufacturing. Since the end of the Second World War the value of its products has exceeded five hundred million dollars annually. In the same years, more workers have been employed in the manufacture of primary textiles than in any single manufacturing industry. Approximately one out of every fifteen Canadian workers employed in manufacturing is engaged in the production of primary textiles.

The mills are almost all in the provinces of Ontario and Quebec, ninety per cent of them being located in these two provinces. A relatively small number of firms is in the Maritimes and a few are scattered throughout the western provinces. Most of these establishments have a relatively small capacity, but the situation varies among the major sections of the industry. The woollen and hosiery sections account for a large proportion of the small mills, since the average mill in these two divisions

* This article is number 10 in the series *Collective Agreement Studies* prepared in the Economics and Research Branch of the Department of Labour. The agreements analysed were those in effect at January 1, 1950.

employs from 95 to 100 workers and produces goods valued at approximately half a million dollars annually. On the other hand, in the cotton and silk industries, production is centralized in larger establishments. The average cotton mill employs

upwards of 500 persons and the gross value of its products is approximately two and one-half million dollars annually. Comparable figures for silk and artificial silk mills are 375 workers and one and three-quarters million dollars, respectively.

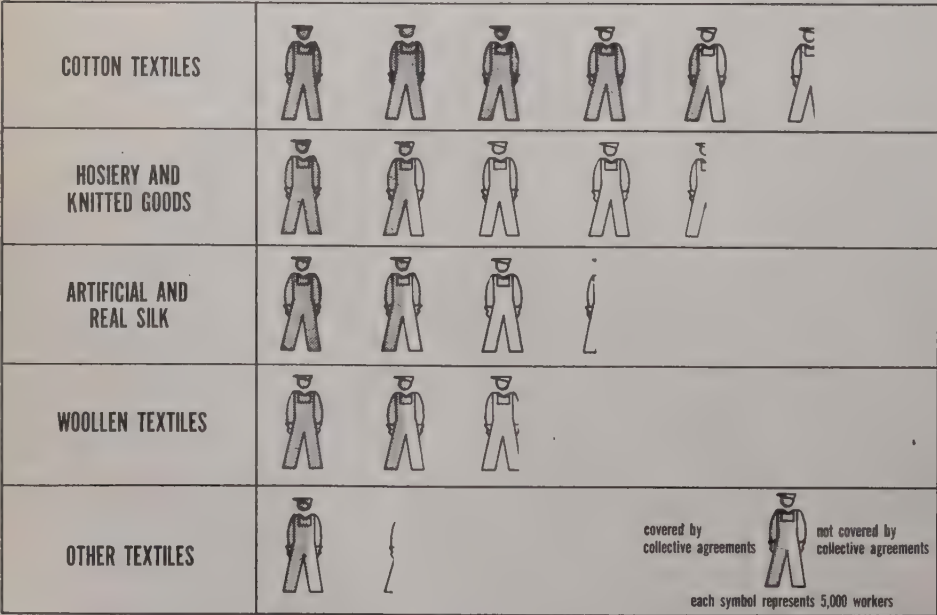
EMPLOYEES IN THE INDUSTRY

Over 90,000 men and women are presently employed in the industry of whom approximately 80,000 are wage-earners. Although many of the jobs performed by these workers do not demand a high degree of skill, attentiveness and considerable manipulative ability are required with the result that most of the industry's employees can be classified as semi-skilled workers. Unskilled labourers comprise the second largest group, while only a small proportion are classified as skilled workers. One other characteristic of the labour force in the textile industry deserving mention here is the relatively large proportions of women and of young persons. At the present time, the wage-earners are almost equally divided between male and female workers, while for manufacturing as a whole, only about one-fifth of the workers are women. It is also estimated that approximately one out of

every five non-salaried employees engaged in primary textile manufacture is nineteen years of age or under and approximately two of every five workers are twenty-four years of age or under. In comparison, similar figures for all Canadian industry are one in eight, and one in four, respectively.

The large proportion of women and young persons in the working force is an important factor contributing to the relatively low average wages of textile workers. Wage rates and earnings in the industry have remained below the average for manufacturing generally. The available statistics indicate that the average weekly earnings of employees in the over-all primary textile industry are approximately \$35.50. This compares with the figure of \$42.50 for manufacturing generally. The rise in textile wage rates, however, over the past ten years has been more rapid than in manufacturing as a whole.

NUMBER OF WAGE EARNERS EMPLOYED AND NUMBER COVERED BY COLLECTIVE AGREEMENTS IN THE PRIMARY TEXTILES, 1949



UNIONS IN PRIMARY TEXTILES

The majority of organized workers in primary textiles are included in three unions: the United Textile Workers of America (TLC-AFL), the Textile Workers' Union of America (CCL-CIO), and the National Catholic Federation of Textile Workers (CCCL). Contracts negotiated by these three unions apply to eighty per cent of the workers covered by collective agreements. Another fourteen per cent of the contracts covering twelve per cent of the employees in organized mills are held by independent unions; the remaining contracts are divided among a number of national and international unions including the International Ladies' Garment Workers Union, the Amalgamated Clothing Workers of America, the Canadian Textile Workers Union and District 50 of the United Mine Workers of America as well as a few local unions directly affiliated with the central labour congresses. According to major divisions of the industry, the three principal unions hold four out of every five contracts covering workers engaged in the manufacture of cotton products, hosiery and knitted goods, and silk products, and three out of every five agreements effective in the woollen yarn and cloth industry.

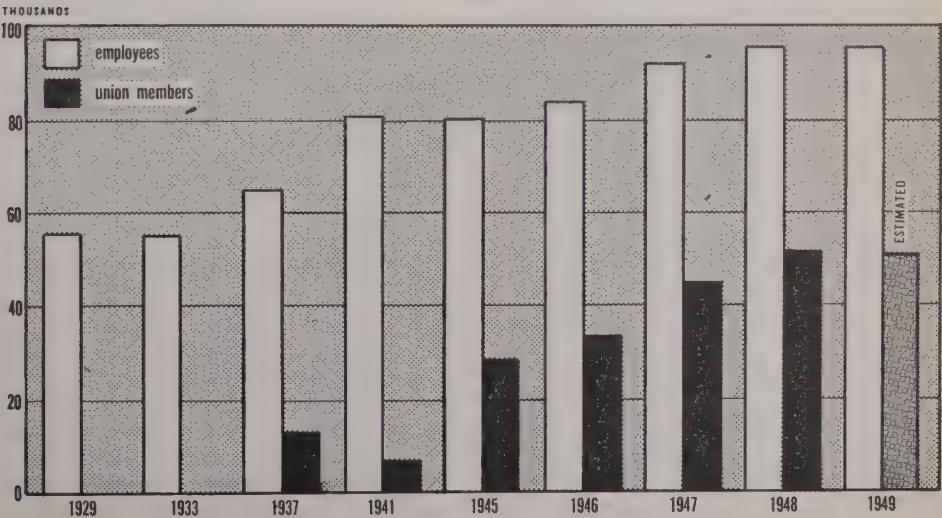
The present character of unionization among primary textile workers reflects developments over almost half a century of organizing efforts on the part of textile employees. The first local unions in the industry were organized in 1905 and to

combine these, a national union, the Federation of Textile Workers of Canada, was formed. Soon after its formation, however, this union, as a result of difficulties encountered in its organizing efforts, became associated with the United Textile Workers of America. The UTWA, therefore, is the oldest of the three principal unions presently active in the field, having had its beginnings in the earliest labour unions organized in the industry. During the early years of its operation in Canada the UTWA was successful in organizing several locals of textile workers and by 1920 its membership had reached some 2,500. Membership in the union, however, declined rapidly after that year and it was not until the late 1930's that this union again became active in organizing Canadian textile workers.

The National Catholic Federation of Textile Workers is the older of the other two major unions in the industry, having been formed in 1926 to unite several Catholic syndicates which had been organized in the Province of Quebec over the period 1920-26. Like the UTWA, the National Catholic Federation was at first successful in increasing its membership, but soon met with reverses and its earlier success was not repeated for approximately ten years.

The organization of textile employees was undertaken with renewed vigour in 1936 and 1937 with the result that both the UTWA,

EMPLOYEES AND UNION MEMBERS IN PRIMARY TEXTILES FOR SELECTED YEARS



and the Catholic Federation increased their memberships. A number of strikes occurred during these years out of which the first collective bargaining contract emerged. With the advent of collective bargaining, organizing efforts became more aggressive and by 1944 total union members numbered over 27,000. In that year the bulk of the membership was divided among the UTWA, the National Catholic union and three additional unions, the United Textile Workers of Canada, the National Union of Textile Workers, and the Textile Workers' Organizing Committee (CCL), which had come into existence between 1937 and 1944. The latter three organizations were almost entirely absorbed during 1945 and 1946 by the Textile Workers' Union of America (CCL-CIO), the third major union in

textiles, which had commenced organizing in Canada in 1945.¹

The three large unions which today represent the majority of the workers in the primary textile industry reported membership figures totalling almost 50,000 for the year 1948.²

¹ The Textile Workers' Organizing Committee was created by the Canadian Congress of Labour, and was not a part of the Textile Workers' Organizing Committee (CIO) in the United States. The United Textile Workers of Canada was formed in 1941 to unite several textile locals which had previously seceded from the United Textile Workers of America. The locals of the National Union of Textile Workers were originally a part of the Textile Workers' Organizing Committee (CCL). See H. A. Logan, *Trade Unions in Canada*, p. 228.

² See *Thirty Eighth Annual Report on Labour Organization in Canada*, Department of Labour, Ottawa.

PRINCIPAL FEATURES OF COLLECTIVE AGREEMENTS IN PRIMARY TEXTILES

So far, this article has outlined briefly the setting for collective agreements in the primary textile industry. The major purpose of this study, however, is to analyse the contents of the current agreements. This information is set forth below under the following main headings: coverage; union-management relationships (including union security and management rights); working conditions (wages, hours, overtime, etc.); and administration of the agreements (including the formal means by which day to day interpretation and application of contract clauses are made).

Coverage of the Collective Bargaining Agreements Analysed

As has been previously noted, the textile industry is concentrated in the provinces of Ontario and Quebec. Accordingly, a large percentage of the labour-management agreements now in force apply to mills located in these two provinces. The provincial distribution of the mills affected by the contracts analysed, and of the workers covered by them, is as follows:—

	Mills	Workers covered
Ontario	86	20,060
Quebec	65	25,515
All other provinces.	18	3,025
Total	169	48,600

Only seven of the agreements are multi-plant in scope. These agreements, however, take in one-third of the total number of workers dealt with in this study. The

majority of the workers covered in this manner are employees of three large cotton firms, each of which has signed an agreement applying to all its plants. The agreements analysed are classified by bargaining units in Table I.

Table I.—Agreements Classified According to Single and Multiple Establishment Coverage by Size Groups of the Bargaining Units

Bargaining Unit Size Groups	Number of Agreements Covering		Total Agreements
	One Establishment	More than one Establishment	
Under 100 workers....	49	1	50
100-500 workers.....	84	3	87
500-1,000 workers.....	11	.....	11
1,000 workers or over..	4	3	7
Total.....	148 (1)	7 (2)	155

(1) These agreements cover 34,700 employees.
(2) These agreements cover 13,900 employees.

The signatories of the single plant agreements are in most cases the local managements and the executives of the local unions. The agreements applicable to each of seven silk firms in Quebec, however, have been bargained on their behalf by an employers' association.

The extent of coverage within the plants is mentioned in 146 agreements. With the

exception of three, these contracts state that all workers other than supervisory and office employees are covered by the terms. The coverage in the three remaining contracts is limited to permit the signing of other agreements by the firms with small groups of craft workers within the same plant.

Union-Management Relationships

Collective agreements in primary textiles, following the pattern of collective contracts generally, include clauses of particular importance to the union and to management. These clauses deal with particular aspects of the relationship between the two and indicate agreed upon principles respecting the status of each of the two parties. The clauses of this type are discussed in the following three subsections.

(a) Union Status

Provisions in the primary textile agreements which establish and define the status of unions as the representatives of the employees deal with such matters as union recognition, union-management consultation, union security and check-off clauses. These are found in varying degrees throughout the agreements.

The union is specified as the recognized bargaining agent of the workers in all but fourteen of the primary textile agreements analysed, and in these, recognition is of course implied. A large percentage of contracts, however, in addition to recognition, provide some form of security for the union either through compulsory union membership clauses, dues check-off arrangements or a combination of the two.

Compulsory membership provisions are contained in almost one-half (48 per cent) of the agreements examined, the most common clause specifying a union shop or a modified union shop (Table II). Under the union shop arrangement, all present and future employees must join the union and retain their membership during the term of the present contract as a condition of employment. Under the modified union shop, present employees who are not union members are not required to join. The time allowed the designated workers to become union members under both types of union-shop clauses varies from thirty to ninety days.

Among the remaining agreements containing compulsory union membership provisions, the most commonly found clause provides for maintenance of membership.

Such clauses state that present employees who are union members, and workers who later become union members, must retain their membership during the life of the contract.

The third type of union status clause contained in the textile agreements is the check-off provision, under which union dues are deducted from wage payments by the company on behalf of the union. Check-off provisions are commonly found in the same agreements as compulsory membership clauses in the primary textile contracts, sixty-seven of the seventy-four compulsory membership clauses being supplemented by check-off provisions. In addition, sixty-three contracts which do not provide for compulsory membership contain check-off provisions. In total, then, eighty-four per cent of the contracts call for the check-off of union dues (Table III).

Although the majority of agreements make provision for the check-off of union dues, it is, in most cases, left to the discretion of the employee as to whether his dues shall be paid in this manner. In almost two-thirds of the agreements the employee must give written authorization before the deduction can be made. Once this authority is given, however, it is only in the minority of cases that the employee is entitled to cancel it during the term of the agreement. In the bulk of the contracts it is stated that such authorizations may not be revoked.

In a relatively small proportion of the 155 agreements the check-off of union dues is made compulsory for all employees. Under this type of provision all employees in the bargaining unit are subject to the check-off. While the compulsory check-off in nine of the contracts is associated with a union shop clause, in an equal number of contracts this method of dues payment applies to all of the workers regardless of whether or not they are union members. In the latter cases the provision is designed after the fashion of the "Rand Formula".³

The primary textile contracts frequently include two other kinds of clauses relating to union status. The first of these governs the use of plant bulletin boards for union notices. Under 121 (78 per cent) of the primary textile agreements analysed, the union is permitted to use company bulletin boards for the posting of notices relative to union business. These clauses usually restrict the notices which can be posted to those of a routine business nature such as

³ See LABOUR GAZETTE, Jan. 1946, p. 123.

notices of and reports of union meetings. Such notices must usually be approved by management before being posted.

The remaining group of clauses in this section stipulate that there will be joint consultation on such matters as hours, job time rates, piece rates, vacation arrangements and promotions. Clauses of this nature are found in approximately one-third of the agreements.

The numbers of employees affected by contracts containing the clauses discussed in this section are listed in Table IV. It will be noted that with the exception of the items dealing with joint union-management consultation, the percentage of the workers covered by each type of provision does not differ widely from the percentage of contracts containing these clauses. This results from the tendency of the clauses discussed to be included in agreements covering bargaining units of all sizes. On the other hand, union-management consultation clauses, although contained in a relatively small number of agreements, are found in some of the agreements covering the largest numbers of workers.

(b) Management Status

A substantial number of the primary textile agreements include specific "manage-

ment rights" clauses. These refer to the exclusive jurisdiction of management in matters relating to production, efficiency, and general order and discipline in the plant. They include such matters as the determination of the products to be manufactured, the methods of production and the assignment of employees to jobs. Moreover, clauses dealing specifically with disciplinary measures and their application are contained in ninety-one of the agreements. As indicated in the previous section, decisions on matters such as changes in job time rates, piece rates, hours and vacation arrangements are frequently listed in the agreements as subjects for joint consultation. It is also to be noted under the section on arbitration that changes in tasks, work loads and wage rates are subject to arbitration after an initial trial period.

(c) Duration and Renewal of the Agreements

Clauses are included in almost all of the agreements defining their duration, the manner in which future agreements are to be negotiated, and prohibiting strikes and lockouts during their terms. Ninety-five per cent of the agreements analysed are effective for a period of one year. The great majority of these (131), however, are auto-

Table II.—Agreements Classified According to Types of Compulsory Membership Provision by Size Groups of the Bargaining Units

Bargaining Unit Size Groups	Number of Agreements Specifying				Total Agreements
	Closed Shop	Union Shop	Modified Union Shop	Maintenance of Membership	
Under 100 workers.....	2	12	5	6	25
100-500 workers.....		13	13	14	40
500-1,000 workers.....		3	3	1	7
1,000 workers or over.....			2		2
Total.....	2	28	23	21	74

Table III. Agreements Classified According to Types of Check-Off Provision by Size Groups of the Bargaining Units

Bargaining Unit Size Groups	Number of Agreements Specifying				Total Agreements
	Voluntary Revocable Check-Off	Voluntary Irrevocable Check-Off	Voluntary Check-Off (Revocation not Covered)	Compulsory Check-Off	
Under 100 workers.....	4	15	8	12	39
100-500 workers.....	10	44	11	8	73
500-1,000 workers.....	3	5	2	1	11
1,000 workers or over.....		6		1	7
Total.....	17	70	21	22 (1)	130

(1) This category includes nine agreements with clauses designed after the "Rand Formula."

matically renewable and remain in force from year to year unless terminated by either party. If either the union or the company desires to negotiate a new agreement, or modify the existing agreement, it must serve notice of this intention within a specified period before the annual expiry date of the contract. Most commonly, such notice must be served thirty to sixty days before that date.⁴

It is permissible, however, to revise wage rates under a number of agreements during their terms. Approximately one-third of the contracts permit adjustment of the wage scale during the life of the agreement. Two methods for making such revisions are found. The first, and most common of these, is an "open-end" wage clause which allows renegotiation of wage scales during the life of the contract.⁵ In most of these contracts, however, the wage provisions can only be renegotiated under certain conditions, usually after the elapse of a given period of time or after a stated rise in the cost-of-living index. The second and less frequent type of general wage revision allows for the automatic adjustment of wages according to changes in the cost-of-living index (escalator clauses).⁶

Clauses prohibiting strikes and lockouts during the life of the agreement are found in all except twenty-one of the 155 agreements. These clauses are qualified in a small number of the agreements (thirteen) to the extent that the parties agree to exhaust the grievance and arbitration procedures before any strike or lockout will take place.

Working Conditions

The primary textile agreements include a variety of clauses establishing standards of working conditions. In each of the agreements studied these standards occupy a position of major importance. The clauses deal with such matters as wages, hours, seniority and employee benefits including vacations, holidays and health and welfare plans. These are discussed individually in the following subsections.

Wage Rates

Provisions relating to basic wage rates deal with such subjects as actual hourly and piece rates, wage adjustments for

individual employees and differentials between the rates for male and for female employees. In thirty-one of the agreements analysed, however, definite information on these matters is not available. Consequently, the information in this section is limited to the contents of 124 contracts covering 40,800 workers.

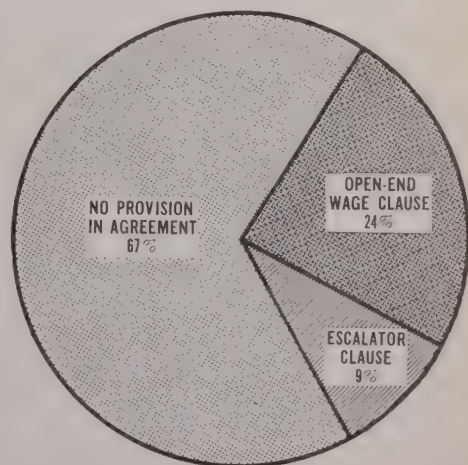
Since wage rates in the primary textile industry are computed on either an hourly or a piece work basis depending on the job, the wage schedules in the contracts list the hourly or piece work rate applying to each particular job. As a result, most contracts, as indicated in Table V, include both hourly rated jobs and piece rated jobs, and set forth the rates for each. It is only in a small minority of the agreements that all the jobs are paid either on an hourly or on a piece-work basis.

There is no common practice set out in the agreements for adjusting individual wage rates. In fact, as will be seen in Table VI, formal arrangements for adjustments of wages are included in only forty-seven of the 124 agreements covered. Of these, upward adjustments in the majority are based on length of service. In other contracts adjustments are based on merit or a combination of length of service and merit.

Lower wage rates for beginners than for experienced employees are established in approximately forty per cent of the 124 contracts. Many of these provide for automatic increases after stated periods until the regular job rate is reached.

More than one-third of the agreements studied make special provisions for the wage rates of female workers. Under about

METHOD OF ADJUSTING WAGE SCALES IN PRIMARY TEXTILE AGREEMENTS



⁴ Of the remaining agreements, five state that they are to remain in force until notice of termination is given by either party and twelve are effective for a definite length of time, but have no formal provision respecting renewal or renegotiation. Seven of the textile contracts contain no provision relating to duration.

⁵ Thirty-eight contracts covering 8,000 workers.

⁶ Fourteen contracts covering 2,100 workers.

twenty per cent of the agreements special job classifications are listed for women employees. Among the remaining agreements only two state that women performing the same work as men must be paid at the same rate, but, on the other hand, twelve contracts prescribe lower rates for women. In addition, beginners rates in approximately one out of every five contracts are lower for female than for male employees.

Overtime Rates

It was found that almost all of the contracts in the primary textile industry provide premium rates of pay for overtime work. Less than two per cent of the workers, as indicated by the agreements analysed, do not receive this concession. Overtime rates are normally one and one-half times the regular job rates and are based on the excess working hours over standard daily or weekly hours or both (See Table VII).

Weekend Premium Rates

Wage premiums for work performed on Saturdays or Sundays receive special consideration in almost two-thirds of the contracts studied. Work on Saturdays is specifically dealt with in only a small number of contracts and in these the regular overtime rate of time and one-half applies (10 contracts—4,200 workers). Sunday work, however, is a subject of the majority of agreements, seventy-one covering 22,800 workers stipulating a rate of

Table IV.—Numbers of Workers Covered in Collective Agreements Classified According to Types of Union Status Clauses Provided in the Agreements

	Workers Covered	Percentage of all Workers Under 155 Agreements
Compulsory Union Membership.....	20,800	43
Union shop.....	5,100	10
Modified union shop.....	11,400	24
Maintenance of membership.....	4,300	9
Check-off.....	45,000	93
Voluntary-irrevocable....	33,600	69
Voluntary-revocable.....	4,000	8
Voluntary (no revocation provision).....	3,400	7
Compulsory.....	4,000	9
Use of bulletin boards permitted.....	34,500	71
Joint union-management consultation on specified issues.....	20,100	41

Table V.—Agreements and Numbers of Workers Covered Classified According to Method by which Wages are Paid

Method of Payment	Number of Agreements	Workers Covered
Hourly rates exclusively....	19	6,900
Piece rates exclusively.....	3	600
Hourly or piece rates depending on job.....	102	33,300
No provision.....	31	7,800
Total.....	155	48,600

Table VI.—Agreements and Numbers of Workers Covered Classified According to Basis of Individual Wage Adjustments

Basis of Wage Adjustment	Number of Agreements	Workers Covered
Length of service.....	41	18,800
Merit.....	4	900
Length of service and merit	2	350
Indefinite.....	11	1,350
No provision.....	97	27,200
Total.....	155	48,600

Table VII.—Agreements and Numbers of Workers Covered Classified According to Basis on which Overtime Rates are Paid⁽¹⁾

Basis of Overtime	Number of Agreements	Workers Covered
After standard hours per day or per week ⁽²⁾	63	20,600
After standard hours per week only.....	51	21,400
After standard hours per day only.....	21	4,100
After designated hours (day or week).....	13	1,850
No provision.....	7	650
Total.....	155	48,600

(1) Time and one-half is the overtime rate in all but two of the agreements. These two, covering 280 workers, provide for time and one-quarter.

(2) Under these provisions a worker will be paid overtime rates for all hours worked in excess of standard weekly hours and for hours worked in excess of standard daily hours until the standard weekly hours have been worked.

time and one-half and twenty-two agreements covering 6,400 employees calling for double time.

Minimum Call Pay

Employees reporting for work must be provided with a minimum number of hours of work, or be paid for that number of hours if no work is available, under 102 of the 155 agreements. Three or four hours are the common minima established for this purpose in the textile agreements. Minimum call pay provisions apply to 38,000 workers.

Severance Pay

Payment of a sum of money to an employee, on leaving the service of a company, in addition to any outstanding wages,

commonly known as severance pay, is infrequently a subject of the textile agreements. Only seven of the contracts analysed include such provisions. Four of these specify that should technological changes result in staff reductions the employees laid off are entitled to one week's pay for each year of employment with the company and state further that, if an employee who has accepted severance pay is rehired, his previous seniority with the company will not be recognized. Two agreements call for approximately one week's pay for employees who leave the service of the company regardless of their length of service and one contract leaves the details of a severance pay plan to be worked out between the company and the union.

Table VIII.—Agreements and Numbers of Workers Covered Classified According to Number of Days and Hours in the Standard Work Week

Standard Weekly Hours	Number of Agreements				Total Agreements	Workers Covered
	Five-Day Week	Five and One-half Day Week	Six-Day Week	Indefinite or not Stated		
40.....	9	.....	.....	1	10	3,700
40-45.....	5	2	.....	3	10	3,100
45.....	23	7	.....	5	35	7,900
45-48.....	12	.....	.....	4	16	2,800
48.....	10	3	5	14	32	5,700
More than 48.....	13	2	.....	9	24	8,300
Indefinite or not stated.....	4	1	1	22	28	17,100
Total ⁽¹⁾	76	15	6	58	155	48,600

(1) The number of workers covered according to days worked per week is as follows:
Five days..... 17,800
Five and one-half days..... 6,000
Six days..... 700
Indefinite or not stated..... 24,100

Table IX.—Agreements and Numbers of Workers Covered Classified According to Number of Shifts Operated and Wage Bonus Provisions for Shift Work

Shift Bonus Provision	Number of Agreements Indicating			Total agreements	Workers Covered
	Three Shift System	Two Shift System	Shift System (number notstated)		
Standard bonus for other than day shift.....	9	19	32	60	24,050
Higher bonus for third than second shift.....	23	.....	.....	23	5,500
Bonus third shift only.....	8	.....	.....	8	400
No shift bonus provision.....	3	4	5	12	2,950
Total (1).....	43	23	37	103 (2)	32,900 (2)

(1) The numbers of workers covered according to number of shifts operated is as follows:
Three-shift system..... 9,200
Two-shift system..... 4,900
Shift system indicated but number not stated..... 18,800

(2) Fifty-two agreements covering 15,700 workers made no reference to shift work.

Hours of Work

There is wide variation in the hours of work as shown in the agreements and, in addition, many of the contracts are indefinite in regard to hours or contain no reference to the subject. From the agreements which indicate standard weekly hours of work it is evident that the majority of employees covered by them have scheduled weekly hours of forty-five or more, the greatest number of these being subject to a work week of forty-eight hours or longer (Table VIII).

A still lesser number of agreements indicate the work days in the week and those which provide this information cover less than one-half of the workers subject to collective bargaining agreements. Among the workers covered by such clauses, however, two out of every three work a five-day week.

From the information available in the agreements it is not possible to draw reliable conclusions respecting hours of work in the industry. Daily and weekly hours as shown in the agreements, however, indicate that scheduled hours for employees in primary textiles are relatively long in comparison with many other manufacturing industries.

Although shift work is common in the primary textile industry, the agreements do not deal extensively with shift operations. Consequently, the majority of contracts mention shift work, but a substantial proportion of them do not specify the number of shifts to be operated. On the other hand, practically all of the agreements which refer to shift operations stipulate that a worker must be paid a wage bonus when working on other than the day shift (Table IX).

In addition to requiring the payment of shift bonuses, the amounts to be paid are set forth in these agreements. Most frequently five cents per hour is added to the regular job rate and where an additional bonus is provided for the third shift, it normally exceeds the second shift bonus by from two to five cents.

Rest periods during shifts are provided under the terms of fifty-six agreements covering thirty per cent of the employees included in this study. Two rest periods on each shift are allowed workers covered by forty-seven agreements. Of these, forty-five provide ten minute periods and two lengthen the rest periods to fifteen minutes. One period of fifteen minutes in each shift is specified in five agreements and in the remaining four, their length and frequency is not detailed.

Seniority

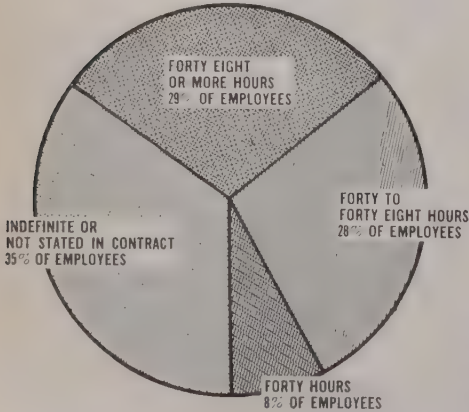
Clauses relating to seniority are contained in 139 agreements, covering 46,600 workers. Broadly speaking, these contain definitions of the groups within which seniority lists are to be set up, a statement of the eligibility requirements for inclusion in any of these groups, and a list of the issues in which seniority is to be considered.

Three criteria are employed in establishing seniority groups—the department, the plant, and the occupation in which the individual works. From Table X it can be seen that the criterion most frequently used is the department and in more than one-half of these cases experience in a given department is the only basis for compiling seniority lists. The latter groups provide that a seniority list be prepared for each department, but if it is necessary to transfer an employee to another department, a means is usually available for a similar transfer of his accumulated seniority. In an almost equal number of agreements departmental seniority is conditioned either by occupational or plant seniority. Under such arrangements two seniority lists are prepared, the first for the department and the second either for the plant as a whole or for the occupations within the department concerned. Normally, promotions are based on seniority within the smaller group while layoffs are governed by seniority within the broader category.

Textile Workers in Action

Top: A twister machine in operation.
Middle: The ends of threads from each of these spools of cotton are drawn together in manufacturing the fabric.
Bottom: One of nine different machines which wool passes through to make yarn.

LENGTH OF WORK WEEK IN PRIMARY TEXTILE AGREEMENTS





In the majority of contracts examined, seniority rights are acquired after an employee has served a probationary period ranging from two to six months. Seniority, however, is computed from the original date of employment once an employee has completed the probationary period.

All of the contracts containing seniority provisions specify the issues in which it is to be one of the deciding factors, as presented in Table XI. Consideration must be given to seniority in making layoffs, in rehiring after layoffs and in promotions according to more than two-thirds of the contracts. Moreover, under fifteen of these, special privileges including choice of vacation periods or choice of shifts are additional matters in which seniority is to be considered.

As a part of the seniority clauses there are references to the role played by individual skills and abilities in applying the seniority principles. Typical clauses dealing with layoffs, rehiring and promotions state that, where skill and ability are relatively equal, seniority will be the deciding factor. Most agreements, however, exclude promotions to supervisory positions from the seniority regulations.

"Super-seniority" provisions are encountered infrequently in the textile agreements. Only five of the 155 agreements analysed place union officials at the top of seniority lists for purposes of layoff, regardless of their length of service.

Many of the contracts also list reasons for loss of seniority rights. Among the conditions under which an employee will lose his seniority status the most frequently mentioned in the agreements are:—

- (1) Voluntary severance of employment.
- (2) Discharge for cause.
- (3) Layoff for more than a specified period, usually six months to one year.
- (4) Failure, upon notice, to report for work within a specified number of days, commonly three to eight, after a layoff.
- (5) Absence without authority for a specified number of days. The number of days ranges from three to ten.
- (6) Working elsewhere, without permission, during a leave of absence.

Statutory Holidays

Practically all of the workers covered by collective bargaining contracts in the primary textile industry are entitled to statutory holidays. Under a large percentage of the contracts, however, not all of the holidays observed are paid (see Table

XII), and a substantial number do not state that employees will receive pay for any of the observed days.

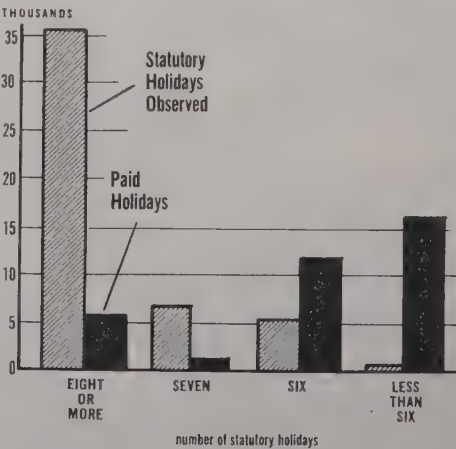
Although holidays may not be paid, the large majority of agreements make provision for premium rates of pay if an employee is required to work on a statutory holiday. Of the 30,700 workers under 114 agreements entitled to holidays with pay, somewhat less than one-half receive straight time and one-half if required to work on a paid holiday. An almost equal division between double time and double time and one-half occurs for the remaining workers. Employees who are entitled to unpaid holidays are normally paid at the rate of time and one-half their regular rates when required to work on such days. In a small minority of cases the rate is double time.

Table X.—Agreements and Numbers of Workers Covered Classified According to Types of Seniority

Type of Seniority	Number of Agreements	Workers Covered
Department.....	39	15,200
Plant or company.....	15	2,100
Combination of department and plant or company....	19	10,300
Occupation.....	10	3,200
Combination of occupation and department.....	16	2,800
Not stated.....	40	13,000
No seniority provisions....	16	2,000
Total.....	155	48,600

STATUTORY HOLIDAYS OBSERVED AND PAID IN PRIMARY TEXTILE AGREEMENTS

NUMBER OF WORKERS COVERED



Vacations

Paid vacations are extended to employees in all but six of the agreements analysed, although in an additional eight contracts the type of vacation plan is not detailed. Fifty-six per cent of the agreements provide a graduated vacation plan and thirty-three per cent a uniform plan (Table XIII).

Under the graduated plans the length of the vacation period varies according to the employee's length of service with the company. One week's vacation is normally granted to employees with one year's service. Longer service employees receive two weeks of vacation annually, three to five years service being required to qualify for a second week. Eleven of the agreements covering 2,800 workers provide a third week of vacation annually for workers who have completed a long term of employment, ten to twenty-five years.

Of the fifty-five contracts granting uniform vacations, thirty-nine provide a

vacation period of one week annually (15,500 employees), and sixteen, two weeks annually (9,500 employees). The vacations are normally granted to employees having one year's service or more.

Leaves of Absence

Clauses referring to unpaid leave of absence are contained in close to three-quarters of the contracts studied. Under 108 agreements, employers may grant leaves of absence for "personal reasons" and in fifty-six, it is provided that employees may obtain leave of absence to attend to union matters.

Health and Welfare Insurance

Since collective bargaining on the subject of group sickness and accident insurance is a recent development, and one which has received considerable attention during the past year, it is interesting to note that twenty-four of the textile agreements con-

Table XI.—Agreements and Numbers of Workers Covered Classified According to Condition of Employment Affected by Seniority

Condition of Employment	Number of Agreements	Workers Covered
Layoffs, rehiring, promotions.....	101	31,900
Layoffs, rehiring, promotions, choice of vacations and/or work.....	15	10,700
Layoffs and rehiring only..	10	1,400
Layoffs and promotions only.....	9	1,100
Promotions only.....	4	1,500
No provision.....	16	2,000
Total.....	155	48,600

Table XIII.—Agreements and Numbers of Workers Covered Classified According to Type of Vacation-With-Pay Plan

Vacation-With-Pay Plan	Number of Agreements	Workers Covered
A. Uniform plan		
One week.....	39	15,500
Two weeks.....	16	9,500
B. Graduated plan		
One week maximum..	1	75
Two weeks maximum	74	17,700
Three weeks maximum.....	11	2,800
C. Length of vacation not stated.....	8	2,200
D. No vacation provision..	6	825
Total.....	155	48,600

Table XII.—Agreements and Numbers of Workers Covered Classified According to Number of Statutory Holidays Observed and Number for which Employees are Paid

Number of Statutory Holidays	Statutory Holidays Observed		Paid Statutory Holidays	
	Number of Agreements	Workers Covered	Number of Agreements	Workers Covered
Less than six.....	4	350	44	16,100
Six.....	19	5,340	43	13,300
Seven.....	9	6,830	3	2,100
Eight or more.....	116	35,500	24	5,700
Number not stated.....	4	210		
No provision.....	3	370	41	11,400
Total.....	155	48,600	155	48,600

tain group insurance provisions applying to 13,300 workers. Of these agreements, nineteen outline the arrangements in some detail while five state merely that employees are covered by a group insurance plan.

The most complete group insurance plans provide for life insurance, weekly sickness and accident benefits, daily hospitalization allowances, an allowance for special hospital expenses and allowances for medical and surgical fees. The insurance plans outlined in twelve of the textile agreements provide for all or most of the above-mentioned benefits. A number of the agreements set forth the amounts that will be paid under the various benefits. Life insurance to the extent of \$1,000, weekly sickness and accident benefits of \$10 or \$12, a daily hospital allowance of \$3 and a sum of \$15 for special hospital services, \$150 for each of medical and surgical fees, are frequent provisions. Very few of the agreements stipulate the period over which sickness and hospitalization will be paid but those which do, limit the weekly payments of sickness and accident benefits to thirteen weeks per disability and the daily hospital benefits to thirty-one days. All but two of the twelve contracts extend the hospitalization, and where provided, the medical and surgical benefits, to cover the dependents of employees as well as the employees themselves.

Under the remaining seven agreements which provide some detailed information on group insurance plans, the benefits are restricted to one or two of the above discussed insurance provisions. Only one of this number extended the benefits to the dependents of employees.

Financing and administration of the group insurance plans is referred to in sixteen of the agreements. Employers bear the entire cost of twelve of these and the remaining four are financed by employer-employee contributions. The amounts are usually paid directly to insurance companies which administer the plans. Under two of the contributory type plans, however, a joint union-management administered trust fund is established, a board of trustees being charged with authority to arrange and administer the insurance program.

Safety

The safety of the employees during working hours is considered in seventy-three (47 per cent) of the agreements. Sixty-three contain a general safety provision by which the managements agree to adopt all reasonable measures to insure safety in the plant. Only seven contracts list safety rules for the employees. In the same number of agreements, provision is

made for the setting up of joint union-management committees to supervise the application of safety rules or to advise management on safety problems.

Administration of the Agreements

Up to this point this study has dealt with the parties to the agreements and the principles agreed upon with respect to working conditions, duration of the contracts and renewal provisions. It now remains to discuss the methods designed to secure day-to-day interpretation and application of these principles during the life of the agreements.

Two methods for administering contract terms are found in practically all of the textile contracts. The first of these involves negotiation by which the parties attempt to resolve differences themselves. For this purpose a formal grievance procedure is outlined in the agreements to facilitate the handling of any disputes which arise under the contracts. The second method established for settling contract interpretation disputes is through arbitration by which the parties agree to allow an appointed arbitrator or arbitration board to make final and binding decisions regarding matters in dispute.

The vast majority (143) of the textile agreements outline a step-by-step procedure for the negotiation of grievances. All but ten of these provide for arbitration also. In all cases, however, arbitration is invoked only after a grievance has been carried through all steps of the negotiation process without a settlement having been reached. Arbitration, then, is in reality the final step in the grievance procedure.

The first company official to handle a grievance is usually the immediate supervisor of a complaining employee. An employee having a grievance must present it to his supervisor under 110 of the contracts, but the appropriate union steward or other designated union representative may be present at this stage of the procedure. The procedure outlined in seventeen agreements requires that an employee first present his grievance to the appropriate union representative for action and in sixteen contracts an employee has the choice of first complaining to his supervisor or his union representative.

Grievances not settled in the first stage of the procedure are invariably carried through a number of steps before arbitration is invoked. Under a common procedure a grievance is carried from the foreman to the departmental supervisor, to the plant supervisor, to the highest company officials, and finally, to arbitration if settlement is

not reached at a previous stage. In many smaller plants, however, the second or third steps, or both, are omitted.

The first union official engaged in processing grievances is a shop steward or equivalent officer. In the majority of contracts (139) a union grievance committee acts on behalf of employees in the later stages. In addition, the help of outside union officials may be obtained under the procedure set forth in many agreements. The presence of an international or a national union officer may be requested at the step preceding arbitration in one out of every three agreements and other agreements provide that local union officials may be called upon in the later stages of the process.

Arbitration in the majority of contracts is placed in the hands of a three-member board. The company and the union each appoint a representative and these two representatives select a chairman. In all except five of the agreements which provide for arbitration a method of selecting a chairman is established should the two representatives fail to agree on this matter. In the great majority of agreements the appropriate Provincial Department of Labour or the Federal Department of Labour performs this function.

Almost one-quarter of the agreements examined do not define the jurisdiction of arbitration boards or arbitrators. On the other hand, in 107 contracts arbitration decisions are limited to matters concerning the interpretation or application of agreement clauses.

Clauses in Primary Textile Agreements

In this article little reference has been made to the actual wording of the various clauses found in the primary textile contracts. For those especially interested in the actual clauses contained in the agreements, a number of sample clauses have been brought together in this final section. This list contains examples

Under thirty-seven contracts the companies reserve the right to institute changes in tasks and work loads as well as wage rates resulting from these changes. Such changes may, however, be the subject of grievance which can be carried through the various steps of the grievance procedure. A special arbitration clause covering these changes requires that the arbitration chairman be a recognized textile engineer. Before instituting new tasks, work loads or wage rates, a company is required to notify the union, most frequently ten to twelve days before the new working conditions are put into effect and only after a trial period, usually thirty days, may the change become the subject of a grievance.

Two contracts call for the arbitration of any differences between the company and its employees which cannot be settled by negotiation. Both specify, however, that neither party is obligated to accept any decision which adds to or alters the agreement in force.

Approximately sixty per cent of the agreements analysed allow for the speeding up of the grievance machinery in cases of discharges alleged to be in violation of the agreement. Most commonly these grievances may be initiated at the second step of the procedure.

It is not stated in more than one-half of the agreements whether or not employees will be paid for time spent in processing grievances. The remaining contracts state that employee representatives will be paid at their regular job rates for the handling of contract disputes during working hours.

of each type of clause discussed above arranged in an order corresponding to the more general analysis. Although the examples listed are excerpts from specific collective bargaining agreements, they illustrate the general situation. These examples contain only the essential parts of the clauses.

EXAMPLES OF CLAUSES FOUND IN COLLECTIVE BARGAINING AGREEMENTS IN THE PRIMARY TEXTILE INDUSTRY

Coverage

Occupational Coverage Agreement applies to all hourly rated and piecework employees in the mill and does not apply to members of the office staff, foremen and employees above that rank.

Union Status

Recognition The company recognizes the union as the exclusive bargaining agent for all employees in the bargaining unit.

Compulsory Union Membership Union Shop

The company agrees that all present employees subject to the agreement shall become and remain members of the union in good standing throughout the period of the agreement as a condition of employment. New employees shall, upon the completion of the probationary period, become and remain members of the union in good standing throughout the period of the agreement.

Modified Union Shop

Union members and employees who, during the term of the agreement become members of the union shall, as a condition of their continued employment, remain members for the term of the agreement. New employees shall become union members, and remain members for the term of the agreement, within sixty (60) days after the date of their employment.

Maintenance of Membership

Employees who are, or become, union members during the term of the agreement shall, as a condition of employment, remain members of the union in good standing during the term of the agreement. This provision shall become effective immediately after the union furnishes the company with a list of employees who are union members in good standing or who may join the union. Employees will not be required to join the union as a condition of employment.

Check-off

Voluntary—Irrevocable The company agrees, upon receipt of a properly authenticated authorization card, to deduct from the first pay of an employee in each calendar month, the regular assessments and dues of the union, and to remit the amount deducted to the union before the last day of the month in which the deduction is made. The company will supply the union with a list containing the names of each employee from whom such deduction has been made at the time of making each remittance. An employee is not required to pay union dues or to sign a dues deduction authorization card as a condition of employment, but an employee who has voluntarily signed such an authorization may not cancel same during the term of the agreement.

Voluntary—Revocable

During the term of the agreement the company will deduct from the pay of all union members who in writing authorize the company to do so, their monthly union dues, the deduction to be made from the first pay in each month. An employee may, by written notice to the company, revoke such authorization at any time.

Voluntary (Revocation not covered)

The company for the duration of the agreement, agrees to deduct union dues from the pay of employees who authorize the company, in writing, to do so.

Compulsory

The company will, for the duration of the agreement, deduct from the pay of all eligible employees monthly union dues and remit same to the union together with the names of employees from whose pay deductions have been made.

Union-Management Consultation.

The company agrees to consult with the union before making any changes in tasks or work loads or wage rates. In the event that a considerable lay-off becomes necessary the company agrees to notify the union, and the union and the management will jointly decide whether employees will be laid-off or the available work will be divided amongst all employees. The plant will be closed during the annual vacation period. The time of closing will be decided by joint consultation between the management and the union.

Bulletin Boards	The company will provide bulletin boards in various locations in the plant for the posting of union notices. Such notices must be signed by the proper official of the union and be approved by the plant superintendent.
Management Status Management Rights	The union recognizes that it is the exclusive function of the company to hire, promote, demote, transfer, dismiss or otherwise discipline employees; to maintain order and efficiency providing that a claim that an employee has been unjustly dealt with may be the subject of a grievance; to generally manage the business, and without restricting the generality of the foregoing, to determine the number and location of plants, the products to be manufactured, methods of manufacturing, schedules of production, tools to be used, and the control of materials and parts to be incorporated in the products.
Union-Management Consultation	(See Above).
Disciplinary Measures	The company and the union agree to the adoption of the following procedure to effect and maintain discipline: (1) Reprimand by the immediate supervisor; (2) In the case of a second offence, suspension without pay for a period of from one to five days; (3) For a third offence, dismissal; (4) In the case of a serious offence the above procedure may be dispensed with and the company may take whatever action it deems necessary including dismissal; (5) The company, shall within five days of taking disciplinary measures, notify the union in writing; (6) A dismissal under this section may be the subject of a grievance if the complaint is made within six days of the date of dismissal.
Changes in Tasks, Work Loads and Wage Rates	(See Arbitration).
Term of the Agreements Duration and Renegotia- tion	The agreement shall continue in effect for one year from..... and shall continue in force automatically thereafter for annual periods of one year unless either party notifies the other in writing not less than thirty days and not more than sixty days prior to the annual expiration date that it desires to amend or terminate the agreement.
Open-End Wage Clause	If at any time, during the term of the agreement, there is an increase or decrease of more than points from the present figure of in the official cost of living index published by the Dominion Bureau of Statistics, either party may open the wage provisions of the contract for the purpose of negotiating a new wage schedule.
Strikes and Lockouts	The company agrees that it will not engage in any lockout, and the union agrees that it will not cause a strike or otherwise interfere with production during the lifetime of the contract. An employee engaging in a strike, slowdown or other stoppage of work contrary to this provision shall be subject to discipline by the company including dismissal.
Working Conditions Overtime	Authorized work performed in excess of ... <i>hours per week</i> shall constitute overtime and shall be paid at one and one-half times the employee's regular rate if a time worker and at one and one-half the employee's average hourly earnings, excluding overtime, for the current pay period if a piece worker. Authorized work performed in excess of ... <i>hours per day</i> shall constitute overtime and shall be paid at the rate of time and one-half of the regular rate for hourly paid workers and time and one-half the employee's average hourly earnings for the current pay period in the case of piece workers. Authorized work performed in excess of the <i>normal daily shift hours, or the normal work week</i> shall constitute overtime and shall be paid at the rate of time and one-half the employee's regular hourly rate, or time and one-half the employee's average hourly earnings for the current pay period, excluding overtime, in the case of piece workers.

Week-end Premium Rates	Overtime at time and one-half will be paid for all work done on Saturdays except in those cases where Saturday forms part of an employee's regular work week. Overtime at time and one-half will be paid for all hours worked on Sunday. All work performed on Sundays will be paid at double the employee's regular rate of pay.
Minimum Call Pay	An employee who reports for work at his regular time shall be entitled to a minimum of four hours pay at not less than his regular rate, unless previously notified by the company to the contrary, provided that, if requested, the employee shall perform such available work as the company may assign.
Severance Pay	In cases of technological unemployment arising from increasing the man-hour output of machines by installation of new equipment, redesigning existing equipment, or displacement of hand work by machine, severance shall take place in accordance with the seniority provisions. Employees displaced will be eligible for a severance allowance on the basis of one week for every full year of service. An employee who receives severance pay shall lose all seniority rights, and in the event of his being re-employed at a later date, shall be regarded as a new employee.
Hours of Work	Standard working hours shall be 45 hours per week made up of five nine-hour days. This shall not be interpreted as a guarantee by the company of the number of hours per day or week or the number of days per week. The standard working hours shall consist of fifty hours per week to be worked in five days. Forty-eight hours shall be the normal work week for employees.
Shift Work	A bonus of 5 cents per hour shall be paid for work on night shifts. The company will pay an off-shift premium of 5 cents per hour with respect to shifts ending before midnight and an off-shift premium of 10 cents per hour respecting shifts ending after midnight.
Rest Periods	Employees shall receive two rest periods of ten minutes each during each full shift.
Seniority	Seniority shall be established on a (departmental) (mill) (departmental and mill) basis and seniority lists based upon the date on which employees commence to work for the company shall be established. These shall be posted on the plant bulletin boards and shall be revised quarterly. All employees shall be considered temporary for the first .. months and shall not be subject to the seniority provisions during this probationary period. After the probationary period they shall be considered regular employees and their seniority shall date back to the day on which their employment commenced. Provided that a senior employee possesses the necessary skill and ability, the last employee hired shall be the first laid off where a layoff becomes necessary and, similarly, the last employee laid off shall be the first re-hired. Subject to the same conditions respecting skill and ability, employees with the longest service shall be given preference in promotions. Promotions to supervisory positions shall not be subject to the seniority provisions.
Statutory Holidays	The following holidays will be granted to all employees without loss of pay provided the employee was not absent on the work day immediately preceding the holiday or the work day immediately following the holiday unless with permission of the company (up to eight days listed). The following holidays shall be observed as statutory holidays: (up to ten days listed). An employee shall be paid for each of (less than the number or statutory holidays listed) days at his regular rate of pay multiplied by his standard daily hours, provided he is at work on the work day immediately preceding the holiday and the work day immediately following the holiday.

Pay Rates for Work on Paid Holidays	Double time will be paid for all work performed on the listed statutory holidays. Overtime will be paid for work performed on any of the listed holidays. This overtime pay will be in addition to the regular holiday pay. Any employee required to work on any of the listed holidays shall receive his regular rate of pay plus a premium of fifty per cent.
Pay Rates for Work on Unpaid Holidays	All work done on the above listed days will be paid for at double the employee's regular hourly rate or current average hourly earnings, exclusive of overtime, for piece workers. All authorized work performed on any of the above listed holidays shall be paid for at the rate of time and one-half.
Vacations with Pay Graduated (two weeks maximum)	Employees with less than 5 years of continuous service shall be entitled to one week's vacation with pay at the rate of 2 per cent of their gross earnings during the twelve months immediately preceding. Employees with five or more years of continuous service shall be entitled to two weeks' vacation with pay at the rate of 4 per cent of their gross earnings during the twelve months immediately preceding. Vacation pay shall be distributed on the pay day immediately preceding the vacation period.
Graduated (three weeks maximum)	Employees with less than four years of continuous service with the company shall be granted one week's vacation with pay on the basis of 2 per cent of the gross earnings for the year involved. Employees with four or more than four years of continuous service with the company shall be granted two weeks' vacation with pay on the basis of 4 per cent of the gross earnings for the year involved. Employees with fifteen or more than fifteen years of continuous service with the company shall be granted three weeks' vacation with three weeks' pay.
Uniform (one week)	Each employee of the company will be granted one week's vacation. The mill will be closed for one week between June 1, and September 30. Employees having less than five years of continuous service with the company shall be paid 2 per cent of the employee's total earnings during the 12-month period preceding the vacation; employees with five years' but less than twenty-five years' service, 4 per cent; employees with twenty-five years of service or more, 6 per cent.
Uniform (two weeks)	Two weeks' vacation shall be granted to all employees on the following basis: Employees with less than five years' service shall receive 2 per cent of their gross earnings during the immediately preceding 12-month period. Employees with five years' service or more, 4 per cent. Employees with twenty years' service or more, 6 per cent.
Leave of Absence	Delegates of the local union, not exceeding in number, shall be granted leave of absence without pay and without loss of seniority for a period or periods not exceeding a total of weeks in one year, upon written notice by the union.... days before the commencement of the leave. An employee may be granted leave of absence without pay for legitimate personal reasons, seniority to accumulate during the leave of absence.
Safety	The company agrees to make all reasonable provisions for the safety of its employees while at work and the union agrees to co-operate with the company in accident prevention and the maintenance of safety.

Administration of the Contracts

Grievance Procedure

(Statement of the step-by-step procedure in individual plants not included)

The union will appoint one Steward for each department to assist employees in processing grievances.

The union shall notify the company the names of the Stewards and the department each represents and the company will furnish a list of supervisory employees to the union.

In order to maintain production, grievances should be discussed outside of working hours wherever possible. If it becomes necessary for a Steward to take time off from work to deal with a grievance he must first secure permission from his immediate supervisor and report back to the supervisor before again commencing work. The company shall pay an employee for time spent in processing a grievance during working hours where the company requests or agrees that discussions be held during working hours.

The union shall appoint a grievance committee made up of of the Stewards. The same provisions regarding pay for grievance work as in the above paragraph shall apply.

Decisions reached between the company and the representatives of the union respecting grievances shall be final and binding upon the company, the union and the employee or employees concerned.

The agreement does not prevent an employee from taking a grievance directly to the company without the intervention or assistance of the union or its representatives.

Arbitration

Any matter which has been properly carried through the grievance procedure may be submitted to arbitration upon the written request of one party. Within five full working days thereafter both parties shall nominate an arbitrator. The two arbitrators so nominated shall select a Chairman. If they fail to agree upon a Chairman within three full working days either party may then request the Minister of Labour for the Province of to appoint a Chairman of the Arbitration Board.

An Arbitration Board shall have jurisdiction over matters concerning the meaning or violation of the agreement, but shall have no jurisdiction to make any decision inconsistent with the provisions of the agreement or to alter or amend any of the provisions of the agreement.

A unanimous or majority opinion of an Arbitration Board concerning matters within its jurisdiction shall be final and binding upon the parties to the agreement.

Productivity

The union recognizes the right of the company to fix and institute changes in tasks or work assignments or changes in wage rates arising from changes in tasks or work assignments. Notice of any such change will be given by the company to the union working days or more before such change is put into effect.

If there is any question as to the feasibility of the change in task or the suitability of the new rates, a trial period not exceeding days shall be instituted in order to give a fair trial to said wage rates and/or tasks or work assignments. During this trial period employees will be paid the wage rates for the task established by the company, but their average hourly earnings shall not be less than their average hourly earnings during the previous quarter.

If the union is dissatisfied it may, within days following the trial period, take the question up as a grievance.

Wage rates, tasks or work assignments in force during the trial period may be submitted to arbitration and a decision of the Arbitration Board involving a change in wage rates shall be retroactive to the time of the inauguration of the trial period.

In any matter submitted to arbitration pursuant to the above the Chairman of the Arbitration Board agreed upon by the first two named arbitrators or appointed by the Minister of Labour for the Province of shall be a textile engineer.

LEGISLATIVE PROPOSALS OF LABOUR ORGANIZATIONS

(On March 31 a delegation from the Canadian Congress of Labour presented to the Government of Canada the annual proposals of the Congress in regard to labour and social questions. On the same day representatives of the Railway Transportation Brotherhoods also submitted a memorandum to the Cabinet. The legislative proposals of the Trades and Labour Congress of Canada and the Canadian and Catholic Confederation of Labour, which had been presented earlier in the month, were reviewed in the April LABOUR GAZETTE (pp. 460-70).)

Canadian Congress of Labour

Appearing before the Prime Minister, Rt. Hon. Louis S. St. Laurent, and members of his Cabinet on March 31, officers of the Canadian Congress of Labour presented their annual proposals in regard to labour legislation. The Congress emphasized in particular the subjects of unemployment, housing and social security.

The President of the CCL, Mr. A. R. Mosher, in opening the presentation, called attention to the fact that the Congress was supplementing its memorandum with a separate paper on unemployment, in view of the special importance of this subject. He then introduced the Secretary-Treasurer, Mr. Pat Conroy, who read the two briefs.

External Affairs

In renewing the approval which it had expressed in previous years, in general, of the Government's foreign policy, the Congress expressed its support of the United Nations and of international economic agencies such as the ILO, support of the North Atlantic Defence Pact and the Marshall Plan, and endorsement of the inspection and control of armaments, including atomic weapons. However, the Congress urged that the Government increase its contribution to the United Nations International Children's Emergency Fund.

On the subject of foreign trade and home markets, the Congress expressed the view that Canada's prosperity no longer "depends wholly or mainly on foreign trade," and stressed the importance of maintaining domestic purchasing power and developing the home market.

Nevertheless, "foreign trade is still vitally important," since "we are still far from self-sufficient. . . . The loss of foreign markets has made unemployment worse. It is essential that these markets be regained

or replaced. The Congress recognizes that this will involve Canada's accepting more foreign goods in exchange. But special care should be taken to protect Canadian industry against dumping of surplus commodities, or the admission of goods manufactured under sweat-shop conditions."

The brief suggested that "with properly-planned development, Canada can produce and distribute a great many essentials of life, and even luxuries, which large numbers of our people are denied for no other reason than lack of purchasing power."

Unemployment

"Since the beginning of this year," the memorandum stated, "unemployment has reached higher levels than at any period since before the war, and the Congress wishes to say frankly that it has been amazed to find that the Government not only has no policy to deal with unemployment, so far as we are aware, but has endeavoured to minimize the seriousness of the situation, with a view to justifying its own failure to anticipate wide-scale unemployment. Apparently, the Government believes that there is no possibility of widespread unemployment in Canada, and that the demand for goods and services which had been maintained during the post-war period would continue indefinitely. The workers and the people of Canada were told on numerous occasions that the Government had a public works program ready for immediate adoption. Now, however, it would appear that the shelf of Government projects which had been envisaged is bare, and Government spokesmen quite calmly dismiss the unemployment of between 400,000 and 500,000 workers as negligible or as seasonal, and therefore bound to disappear with the advent of warmer weather.

"We should like to point out that there is no diversity of opinion or attitude in this respect so far as the Trades and Labour Congress of Canada, the Canadian and Catholic Confederation of Labour, and the Canadian Congress of Labour are concerned."

In its separate memorandum on unemployment, the Congress dealt in detail with unemployment statistics. Comparing figures for 1949 with those of a year earlier in a number of towns and regions, the Congress noted that substantial increases had taken place, and asserted that these increases could not be accounted for by "normal" seasonal factors, nor by "the peculiar quirks of the present winter."

The Congress urged also that "with proper planning, much of the so-called 'normal' seasonal unemployment can be taken care of, as it was during the war."

The memorandum cited production statistics as evidence that "production has been increasing faster than employment, though not a great deal, and in the last few months . . . there has been a tendency for employment to fall off while production rose slightly.

"More important, however, is the increase in the number of salary and wage-earners plus those seeking work at salaries and wages: the 'labour force' in the sense which is relevant to any discussion of unemployment. . . .

"In short, our labour force is constantly increasing, and our industry is becoming steadily more efficient, so that it needs fewer workers to produce a given quantity of goods. . . . Unless we can raise our standard of living far enough and fast enough to keep pace with the growth in the labour force and in productivity per man, unemployment will continue to grow, though of course, with seasonal fluctuations."

The CCL advanced the following nine proposals to meet the situation:—

- (a) The Government should use monetary and fiscal policy to keep the nation's total expenditure (public and private) high enough to provide effective demand for all we can produce;
- (b) It should use fiscal policy to place and keep as large a proportion of purchasing power as possible in the hands of the lower income groups, who make up the great mass of consumers;
- (c) It should help to keep up consumer income by a comprehensive social security program;
- (d) It should encourage mobility of labour, preferably by bringing industry to labour (as the British Govern-

ment has done in its "Development Areas"). Where an area depends almost exclusively on one or two industries, diversification of industry should be encouraged. The Maritime Provinces are a case in point, and the Dawson Report on Nova Scotia offers valuable and detailed suggestions. Where an area has no real economic possibilities, the Government should help mobility of labour by providing free transportation and assistance in placing people in their new homes. It has already done so to some extent in the Maritimes, but the policy could be extended. A greatly expanded housing program will, of course, be necessary for any considerable transfers of population.

- (e) The Government should do all it can to help industries which are subject to seasonal fluctuations to plan their production to level out the hills and valleys. Where seasonality cannot be ended, the Government should take steps to dovetail the operations of summer and winter industries, so that, as far as possible, workers laid off by the summer industries will be taken on by the winter ones.
- (f) The Government's own White Paper of 1945 affirmed the policy of a "shelf" of public works, ready for execution when occasion demanded. Occasion now demands, urgently. There is plenty of unskilled labour available (over 100,000 at the end of December, according to the *LABOUR GAZETTE*, with a further 100,000 or so described as "skilled and semi-skilled"). Such projects as are ready for execution should be put in hand without delay and the promised "advance planning" of others proceeded with at top speed. Public works are not a cure-all. But they are one useful measure in dealing with the problem. They will not directly provide work for white collar unemployed or others unfitted for construction jobs. But they provide indirect employment for a wide variety of people who help make the materials used, the food the construction workers eat, the clothes they wear, and so forth;
- (g) The Government should seriously consider new methods of keeping and expanding our foreign markets, such as the plan recently advocated by the Minister of Fisheries;
- (h) The Government should do all it can to encourage the adoption of the 40-hour week. For most industries, legislation on this subject comes under the provinces. But the Dominion Government could legislate for the industries within its jurisdiction; it could inform Dominion Boards of Conciliation that it favoured the 40-hour week; it could adopt it for those of its own employees now working longer hours; it could issue favourable publicity;
- (i) The Government should renew its efforts to get the provinces, and through them the municipalities, to plan their public works programs to provide employment when employment in private industry is insufficient. . . .

Unemployment Insurance

Concerning the recent amendments to the Unemployment Insurance Act the Congress took objection to "the extreme and unwarranted haste shown by the Government" in amending the Act "without either consultation with labour or adequate discussion in the House of Commons. The Government did not even consult the Unemployment Insurance Advisory Committee which was established in accordance with the provisions of the Act."

The Congress recognized that some of the amendments were in line with its own recommendations. For example: the increase in spare-time earnings to unemployed workers; modifications in waiting period and non-compensable days; widening of coverage and provision of supplementary benefits to workers who have exhausted their benefit rights.

The Congress regretted that other recommendations were not translated into amendments. Among these were: the increase of benefit payments to workers with or without dependents, without increase in the contribution rate; the extension of coverage to employees of hospitals and charitable institutions and other classes of workers still excluded; complete elimination of non-compensable days; the reduction of the waiting period by at least three days or its complete elimination; and the payment of benefits to workers laid off without pay during a plant shut-down for vacation purposes.

Housing

Charging that the housing shortage is "worse than ever before in Canada," particularly in regard to rental accommodation, and that even the cheapest house is beyond the reach of the average worker's purchasing power, the Congress urged the "lowering of interest charges, the encouragement of group or co-operative projects, and a greater development of subsidized low-rent housing."

As on previous occasions the Congress urged the Government to "maintain strict control of rents" until ample housing is available. The recent increase of 18 per cent to 22 per cent in rents was declared to be "wholly inexcusable."

With regard to price controls, the brief stated that the cost of living is higher than it would have been if the Government had continued price controls "along the lines followed during the war."

National Labour Code

Once again the Congress urged the adoption of a National Labour Code which

would establish "uniformity in the legislation governing labour relations, particularly with respect to industries of national scope and importance."

Repeating the objections previously made to the present federal labour relations legislation, the memorandum stated: "The Act fails to outlaw company unions; the requirement that legal proceedings be taken by unions against unfair employers is costly and ineffective, and the permission given to employers to apply to the Labour Relations Board to have certification revoked is a possible source of irritation and unrest. The legislation is unsatisfactory in other respects, notably in its failure to provide even for a voluntary check-off, which had actually been recommended by the Industrial Relations Committee, but was rejected by the House of Commons. The Congress believes that the Government should amend the Act at the earliest possible opportunity, with a view to meeting the objections of the Congress and other labour organizations to the Act as it now stands."

Social Security

Stressing in particular the importance of old-age pensions, the CCL again urged the Government to adopt a national social security program. The time has arrived, declared the brief, when the Government's promise to abolish the means test should be kept.

Immigration

Regarding immigration, the memorandum read as follows: "The Congress is naturally concerned with the question of immigration, and commends the action of the Government in establishing a new Department of Citizenship and Immigration. The Congress wishes to make it clear that it is not opposed to immigration, and it believes that special provision should be made for the immigration of displaced persons. However, in view of the present unemployment situation and the lack of housing, to which reference has already been made, any mass-immigration at the present time would not, in our opinion, be in the best interests of the workers and the people of Canada. The Congress also proposes the establishment of an immigration commission, with equal representation from Government, Labour and Industry, for the purpose of advising the Government with regard to a long-range immigration policy, under which living standards might be protected and employment assured to immigrants at adequate wages."

Other Recommendations

Other recommendations made by the Congress were:—

(1) Continuance of the Government's present policy on radio broadcasting.

(2) Corporate status to be given to the National Film Board and provision of sufficient funds for it to carry out an effective program. Furthermore, the Congress recommended that such topics as the history and functions of labour unions and collective bargaining be made subjects of documentary films.

(3) Federal financial aid to education.

(4) Federal and provincial legislation to "prevent discrimination on grounds of race, creed and colour." The Congress urged that a Bill of Rights be incorporated in the Constitution.

(5) Appointment of workers' delegates and advisers to annual sessions of the International Labour Conference be made in accordance with the Labour section of the Treaty of Versailles. The Congress confirmed its position of last year that it would not nominate a technical adviser to the workers' delegate to the Conference.

(6) Income tax exemption for a single person to be set at \$1,500 per year and for married persons at \$2,500.

(7) Legislation to provide that all statutory holidays, apart from Good Friday, Christmas and New Year's Day, be observed on Mondays.

(8) Revision of the cost-of-living index to provide "a true picture of the cost of living in Canada."

(9) Assistance by the Federal Government to provide additional Canadian markets for coal mined in Canada.

(10) Amendment of the Election Act to provide a statutory half-holiday with pay on a federal election day, for all workers.

(11) A system of proportional representation for federal elections.

(12) The enactment of legislation outlawing injunctions obtained for the purpose of preventing peaceful picketing, or other interference with the rights of labour.

Government Replies

The Congress delegation was received by the following members of the Cabinet, in addition to the Prime Minister: Hon. Humphrey Mitchell, Minister of Labour; Hon. Lionel Chevrier, Minister of Transport; Hon. Paul Martin, Minister of National Health and Welfare; Hon. Douglas Abbott, Minister of Finance; Hon. James J. McCann, Minister of National Revenue and Minister of Mines and Tech-

nical Surveys; Hon. Milton Gregg, Minister of Veterans Affairs; Hon. Stuart Garson, Minister of Justice; Hon. Hugues Lapointe, Solicitor-General of Canada.

Mr. St. Laurent

Following the reading of the memorandum, the Prime Minister, Rt. Hon. Louis St. Laurent, said he was glad to have the Congress' views, and that there was very little in the statement of their objectives with which he did not wholeheartedly agree. He expressed the hope that these objectives could be achieved through "continual betterment" instead of "replacement" of "our economic institutions."

Mr. St. Laurent welcomed the stress the Congress had laid on the desirability of developing domestic markets, and of promoting a rising standard of living. Regarding foreign trade, he said that a year ago the lumber industry did suffer "a scare" but since that time conditions in the industry have been encouraging. While he did not think that the country would return to the kind of trading that existed before the war, this did not mean that future trade would not be as good.

Dealing with the employment situation, the Prime Minister pointed out that there had been a high level of employment, but that job opportunities had not kept pace with the growth of the population, thus causing an increase in unemployment.

Regarding public works projects he denied that the Government had a "bare shelf". There were still a "great many" projects ready to be launched in the construction industry. But recent surveys had led the Government to believe that at the present time such projects would not increase the over-all activity of the building industries.

The Congress' proposals for coping with unemployment were "all along lines we have been considering," the Prime Minister said.

Replying to the criticism in the brief regarding the haste with which the amendments to the Unemployment Insurance Act had been adopted, Mr. St. Laurent pointed out that haste had been necessary to make the new supplementary benefits available at the earliest possible moment. He felt that the other amendments to the Act would also prove to be satisfactory.

The possibility of increasing benefit rates without a rise in the rate of contributions had been under study; and he hoped that this could be done without risk to the Fund.

The Prime Minister then turned to the subject of housing, and urged that all governments should be regarded as having

responsibilities in this field. He said that the Federal Government was willing to go "a very long way," but he did not feel that it should become "the landlord of too many Canadians."

He pointed out that the increase in rentals had been authorized at a time when the Government was not sure of its continued jurisdiction in this field, and that the requirement that landlords extend leases to May, 1951, had ensured security of tenancy in case the Supreme Court decision went the wrong way. The Government was preparing to withdraw from the rent control field; and in the meantime any province was free to enter.

Regarding the possibility of establishing a National Labour Code he observed that the provinces were not likely to give up their jurisdiction in regard to labour relations without pressure from within the province. He suggested that the Congress could play an important part in organizing public opinion; but declared that the Government could not take from the provinces, without their consent, their rights under the British North America Act. He noted that the recent Dominion-Provincial Conference had shown a "genuine desire" to achieve something that would have the approval of the Canadian public generally.

With regard to old age pensions, the Prime Minister said he did not think that people meant an entire abolition when they spoke of doing away with the means test, but rather that a person should have some other source of income and still receive the old age pension. It was not necessary that the well-to-do should get a pension; the objective was that everyone should have old age security.

Regarding the cost of pensions, and of social security generally, Mr. St. Laurent observed: "We can have all we—the Canadian people—are willing to pay for." The principle of financing such measures was to take from those who were working in order to support those who were not. "We can transfer from those who are producing to those who are not, just as much as the productive workers feel is proper." Mr. St. Laurent expressed the belief that a satisfactory system could be developed for Canada, and he hoped that the joint committee of both Houses on old age security would collect valuable objective data for the Dominion-Provincial conference in the fall.

He noted that a Royal Commission had been requested to make recommendations in regard to radio, and said that the CBC deficit was "more apparent than real." He

agreed with the Congress that films on the evolution of employer-labour relations could be "very helpful."

The subject of education, he pointed out, came within provincial jurisdiction, and he felt that it should remain so in regard to such aspects as curriculum. But "there is nobody who does not want to see our facilities maintained and expanded." He believed that this subject would come up at the Dominion-Provincial Conference.

Concluding his remarks, the Prime Minister declared that within the past three or four years more had been accomplished for labour by collective bargaining than could possibly have been provided "from the top through legislation." The further we accept collective bargaining, he said, the better instrument we forge for improving the conditions of the working people.

He assured the delegation that their various recommendations would all receive very careful consideration, particularly since "we recognize your objectives as being for improvements for your members by means of improvements for the public generally."

Hon. Humphrey Mitchell

In a brief reply to the delegates, the Hon. Humphrey Mitchell, Minister of Labour, noted the Congress' views that the Government had moved too quickly in putting through the unemployment insurance amendments, and remarked that the "criticism usually comes in the other direction." He thought, however, that the changes in the Act would prove beneficial to labour, but reminded the delegates of the difficulties involved in administering an unemployment insurance system, and said that in no nation was the system altogether satisfactory. Mr. Mitchell said further, in regard to the Congress charges that they had not been consulted on the changes, that there was now much more consultation than there had been ten years ago, and that during his term of office he had continually endeavoured to take all large bodies into consultation.

He asserted his belief in freedom and his dislike of a planned economy. He urged the responsibility of both sides in industry to conduct themselves in the public interest, and cited the "magnificent job" that unions had done in the clothing industry in the City of New York and elsewhere, including Canada, in changing conditions from which this industry had suffered.

He warned also that both sides in industry must be careful "not to price themselves out of the market."

Concluding, he said: "You can rest assured my department will do everything

possible to meet your problems, based on recognition of the principles of human rights."

Hon. Paul Martin

Referring to the setting up of a Parliamentary Committee on Old Age Security, the Hon. Paul Martin, Minister of National Health and Welfare, said that this would give to labour and other organizations what they have asked—the right to be consulted and to have their views known before far-reaching decisions are taken. The Government was anxious, he said, to "develop within our capacity" a system of old age security; and discussions would later be held with the provinces. Even with its present old age pension system, he said, Canada can compare favourably with any other country except three states

in the United States, and we should therefore not underestimate what we have already accomplished in the field of old age security.

A. R. Mosher

The CCL President, Mr. A. R. Mosher, thanked the Prime Minister for his remarks, and assured him that the Congress sought "improvements" in the economic system rather than "an entire change."

Regarding price controls, he recognized the justice of incorporating wage controls in any such system, but added that labour had complained in the past about certain aspects of wage control.

He stressed the desire of his organization for an "immediate change" in the means test system, in order to relieve those who were hit hardest by the existing procedure.

Railway Transportation Brotherhoods

The Dominion Joint Legislative Committee of the Railway Transportation Brotherhoods, on March 31, 1950, presented a memorandum of proposed legislation to the Prime Minister, Rt. Hon. Louis S. St. Laurent, who was accompanied by the Hon. Humphrey Mitchell, Minister of Labour, Hon. Lionel Chevrier, Minister of Transport, and other Members of the Cabinet.

Representing the Brotherhoods were: A. J. Kelly, Chairman of Committee, Brotherhood of Railroad Trainmen; W. H. Phillips, Vice-Chairman of Committee, Order of Railroad Telegraphers; J. B. Ward, Secretary of Committee, Brotherhood of Locomotive Engineers; J. L. D. Ives, Order of Railway Conductors; J. G. McLean, Brotherhood of Locomotive Firemen and Enginemen; and J. J. O'Grady, Brotherhood of Maintenance of Way Employees.

The Railway Act

Referring to proposed amendments to the Railway Act, the memorandum drew attention to previous annual submissions made by the Brotherhoods. This, in addition to recommendations that had been made to the Royal Commission on Transportation, was deemed to be a sufficient statement of the Brotherhoods' point of view, pending the report of the Royal Commission.

Customs Act Amendments

The Minister of Transport, Hon. Lionel Chevrier, was commended for the active interest he had taken in the installation of automatic block signals at highway-railway crossings and other protective warning

devices on Canadian National Railways. But inasmuch as such devices were not made in Canada, it was requested that they be admitted free of duty from the United States.

National Transportation Policy

It was claimed that a review of the recommendations of former Royal Commissions and Dominion-Provincial Conferences revealed that the basic question of division of legislative competence and lack of co-operation by governments in the matter of a Transport Planning Commission remained to be solved. It was held that this basic problem required due consideration by all governments if practical allocations and controls of the various types of transport were to be found and applied.

St. Lawrence Waterways

The memorandum re-affirmed the Brotherhoods' opposition to the St. Lawrence Waterways project, especially for transportation purposes, on the ground that it is not justified by economic or national necessity. Nor could the burden which it would place upon Canadian taxpayers be justified, inasmuch as the project would serve and benefit only "very restricted special interests," it was asserted.

Social Security

The Government was commended for "the expressed interest, studies undertaken and practical action taken on certain phases for a broad social security plan." At the same time it was urged that the Government should assume leadership and direction in any adequate and comprehen-

sive social security program, so that possible confusion and delays would be avoided.

The memorandum urged that in any pension plan that might be developed, "railway employees who have for years built up pension plans (of their own) by service and monetary contributions" should have their equity therein "considered and preserved." Further, it was asked that the Brotherhoods be given opportunity to review any contemplated enactment on social security which the Government may be considering, so that such representations as may appear to be warranted may be made.

Old Age Pensions

While expressing approval of government action in "liberalizing the means test and the provisions governing the blind," the belief was expressed that experience with children's allowances warranted "a somewhat similar plan governing benefits to those at the opposite end of the span of life." It was urged, therefore, "that federal legislation be enacted, uniform in application, to provide a minimum monthly benefit of \$50 per month to Canadian citizens . . . who have attained age 65," but that provision be made to "recapture by taxation all such benefits paid which brought annual income in excess of \$3,000."

Railway-Highway Crossings

It was recommended that in the construction of the Trans-Canada highway "no new level crossings be permitted where engineering possibilities permit constructing the highway under or over the railway." The Government was asked also to consider the elimination of many dangerous crossings on other highways as an important public work.

Unemployment Insurance Act

The memorandum announced the Brotherhoods' desire to arrange a conference with the Minister of Labour, Hon. Humphrey Mitchell, and the administrative officers of the Unemployment Insurance Commission to seek clarification of some of the recent amendments to the Unemployment Insurance Act. Efforts will be made also to have corrected "existing anomalies and injustices" affecting employees of the National Harbours Board Railway.

Education

It was claimed that the federal government "should recognize and accept a share of the responsibility for the education of our citizens and lend assistance where the need can be shown to be beyond the reasonable capacity of those on whom the burden now falls."

Income Tax

The memorandum expressed appreciation of "the relief afforded by increased statutory exemptions," but held that the exemption for single taxpayers be increased to \$1,200; for taxpayers with dependents to \$2,400 and that the exemption for each dependent be \$500. It was suggested too, that reconsideration be given to the present exclusion of union dues from allowable deductions for income tax purposes.

Price and Rental Control

It was submitted that the general problem of decontrols should be given further careful consideration in respect to prices of all essential commodities for the home, including housing, and relaxation made to conform with any improvement in the relationships between supply and demand.

Immigration

In the opinion of the Brotherhoods, Canada's unpopulated areas and undeveloped natural resources should provide a haven for "selected immigrants who are in need of an opportunity to become useful citizens." They held, too, "that with proper selection, supervision and encouragement those whom we befriend will assist in improving our national economy." However, it was stressed that such a policy of selected immigration demanded "extreme care in selection," provision for education in language and citizenship and machinery for "appropriate action to deal with those found to be unworthy."

Housing

The Government was commended for endeavouring "to provide shelter and homes to meet the unprecedented demand." The belief was expressed that continued consideration of regulations and assistance in building average priced permanent homes was warranted and it was recommended that the control of allocation and prices of construction materials should be continued.

Radio Broadcasting

The memorandum re-affirmed former recommendations of the Brotherhoods that radio broadcasting should be publicly owned and controlled, under the trusteeship of the Canadian Broadcasting Corporation.

Labour and Public Bodies

Appreciation was expressed for the Government's policy of placing representatives of labour on public bodies, boards and commissions. It was urged that this policy should be extended to include appointments to the Senate.

LEGISLATIVE PROPOSALS OF PROVINCIAL LABOUR ORGANIZATIONS

Provincial branches of the Canadian Congress of Labour (CCL) and the Trades and Labour Congress (TLC) recently have presented their annual legislative memoranda to their respective provincial governments asking for improvements and amendments with respect to labour problems.

Although the submissions incorporated a wide variety of subjects the unions sought common objectives in matters concerning social security, unemployment, workmen's compensation, education, housing, cost of living, public works projects, wages and hours of work, vacations and a Bill of Rights.

Listed below is a summary of the memoranda submitted by the Manitoba Provincial Executive (TLC), the New Brunswick Federation of Labour (CCL), the Newfoundland Federation of Labour (TLC), the Nova Scotia Federation of Labour (CCL), the Nova Scotia Provincial Executive of the TLC, the Ontario Federation of Labour (CCL), and the Ontario Provincial Federation (TLC). The proposals of other organizations have been described in previous issues.

Manitoba Executive Committee (TLC)

Members of the Manitoba Provincial Cabinet, headed by Premier D. Campbell, received legislative proposals submitted by the Manitoba Provincial Executive Committee of the Trades and Labour Congress and representatives of the Manitoba Trades and Labour Councils, and International and National Unions on February 6. The Committee was led by its chairman, Andy Murphy of Winnipeg.

Social Security

In the brief the committee regretted the Federal Government's failure to take speedy action in enacting appropriate legislation for an over-all social security plan and urged the Provincial Government to impress on the Federal Government the "dire need" for early consideration of this problem.

The Committee offered the opinion that the social security plan, on a contributory basis, should include a "satisfactory retirement pension" without any means test, adequate family allowances, unemployment insurance, workmen's compensation, adequate income and medical care during illness, and increased allowances for widows, blind persons and handicapped persons. In addition, a general plan to improve medical services and facilities in the province was advocated.

Labour Relations Act

Under this section the Committee contended that seniority and pension rights should be protected under the Manitoba Labour Act as they were under Federal legislation.

The brief called for repeal of a section of the Act preventing the affiliation of police organizations. It asked that a company whose board of directors does not meet in Manitoba should be required to appoint a Manitoba resident to represent the company in collective bargaining. A resident of Manitoba thus selected should have the authority of binding the company to an agreement, stated the brief.

The brief also requested amendments to provide for: the check-off of dues; permission for Legislative Assembly members to accept expense allowances whilst on a Conciliation Board; assumption by the Labour Relations Board of responsibility for prosecuting violations; Government employees' right to organize and bargain; prohibition of injunctions against labour; 51 per cent of votes actually cast to determine the organization to be certified; speeding-up of conciliation procedures; and penalties for employers who deliberately cause delays.

Workmen's Compensation

The Committee requested that accident prevention service be brought under the Workmen's Compensation Board. They asked for a revision of the Act to provide for the filing of claims after 12 months have elapsed, when it can be proved to the Board's satisfaction that the claim is a *bona fide* result of an accident treated previously by a physician who failed to file a report thereon with the Board.

Increased amounts for widows or invalided widowers were asked for, as well as increased benefits for children.

It was also asked that the maximum amount in calculating average earnings and earning capacity of the workman be increased to \$3,000 per year; that chiropractic treatment be made available; that occupational hazards, such as skin and lung diseases be brought under the Act, and that farm labour be included.

Unemployment

Noting that there was serious unemployment in Canada, the delegation urged both Federal and Provincial action to alleviate the plight of the unemployed with public works projects.

Housing

Co-operation between the three levels of government was urged to provide a low-

rental housing program. The delegates requested strict rental control, re-instatement of the home improvement plan, slum clearance and low interest on housing loans.

Education

Educational standards were declining in Manitoba, charged the brief, which asked for improved conditions and increased salaries for teachers, larger municipal grants, more effective supervision of trade schools and a minimum school leaving age of 16 with a further raise to 18 in the near future. The Government was asked to adopt proposals made by educational organizations to have principles of marketing and manufacturing taught in the schools.

Other Proposals

Among other matters, the brief also asked for: a 75-cent minimum hourly wage; inclusion of all Manitoba industries under the Fair Wages Act; collection of overtime wages by the Manitoba Labour Board; two weeks' vacations with pay; \$10 monthly increases in old age pensions; labour representation on government boards; northern development of the Province; an increased apprenticeship grant; amendments to the Manitoba Election Act; and the enactment of a National Bill of Rights.

New Brunswick Federation of Labour (CCL)

The New Brunswick Federation of Labour, led by President James A. Whitebone, MBE, met on February 16 with Premier J. B. McNair and members of the Provincial Cabinet to present their annual legislative brief.

Although the delegation expressed regret that many previous proposals had been ignored, the government was complimented for its attitude in the Dominion-Provincial Conference in setting forth the "legitimate claims of the province".

Labour Relations Act

It was pointed out by the Federation that there was dissatisfaction amongst government and municipal employees because of their exclusion from provisions of the Labour Relations Act. The delegates contended that New Brunswick and Ontario were the only provinces which excluded municipal employees from the right to organize and bargain collectively with their employers. They declared that in Ontario such employees may be brought under the provisions of the Ontario Labour Relations Act upon application of the employing

body. The brief urged that the necessary legislation be passed forthwith to remedy this situation in order that all workers, regardless of who their employer may be, will be able to enjoy the full rights of trade union organization as free citizens.

Social Security

The delegation reiterated former requests for the immediate implementation of a nation-wide social security plan on a contributory basis for all citizens. Health insurance, hospitalization benefits, old age pensions, mothers' allowances, widows' allowances and maximum medical benefits should be included in such a plan, the Federation declared.

Housing

Proposals put forth by the delegation suggested that the Government take advantage of Federal financial assistance to clear slums and build homes. Until ample low-rental homes have been built the delegates requested the prohibiting of building projects.

Unemployment

Unemployment had reached "alarming proportions" asserted the Federation. Lumber and pulpwood operations had decreased badly in the province, they stated, which, coupled with manufacturing and building declines as well as the decreased activity in railway services, had created wide-spread idleness.

The brief called for early and effective action to provide work for the unemployed and recommended immediate commencement on a public works program. Such a program, stated the brief, in addition to the proposals recommended with regard to the housing situation, should include projects for the Chignecto Canal, the Trans-Canada Highway, the Passamaquoddy Power Project and a general increase in all Provincial works projects.

Education

The representatives commended the Government for new school construction and improved teachers' salaries. They advocated a critical investigation into the schools' curriculum and the educational system of the province. It was urged that financial assistance be given to children to enable them to continue high school and college.

Cost of Living

The Government was urged to influence the Federal authorities in re-imposing price controls to maintain a better relation

between wages and prices. The brief protested against the imposition of a Provincial sales tax.

Other proposals of the Federation dealt with the following:—

- an eight-hour work day and a 40-hour week;
- payment of wages weekly;
- vacations with pay;
- unemployment insurance;
- workmen's compensation;
- family allowances payable into an educational fund for orphans, etc.;
- increased mothers' allowances;
- medical inspection of restaurant employees;
- highway safety regulations;
- the Electrical Energy Act;
- scaffold inspection;
- the Stationary Engineers and Boilers Act;
- licensing of tradesmen;
- the Industrial Standards Act;
- the Minimum Wage Act;
- shifts for fire fighters;
- a fair wage clause in Provincial Government contracts;
- increased witness and jury fees;
- improved conditions for student nurses;
- union patronization by the Government;
- supervision of trade schools;
- forest conservation;
- a uniform ballot;
- fatal accident inquests;
- property and liability insurance;
- labour representation on public boards; overtime.

Newfoundland Federation of Labour

On March 7, representatives of the Newfoundland Federation of Labour met a select committee of the Legislative Assembly to present a memorandum on legislation of interest to labour. The previous month the Federation presented a brief to the Royal Commission on the Cost of Living.

In its memorandum to the Government, the delegation stated that progress in making improvements in labour and social legislation prior to 1949 had been very slow and the hope was expressed that more speedy action would be taken by the Government in future to eliminate fear of want and insecurity for all citizens of Newfoundland.

Labour Relations Act

While giving a large measure of approval to the existing Labour Relations Act, the deputation requested that the following amendments be made:—

(1) Making it mandatory to grant the union shop, when the union could prove to the Board that it had a membership of at least 75 per cent of the eligible employees. It was not asked that the other 25 per cent should be forced to become members of the union, but the deputation was of the opinion that the members of the union should be compelled to maintain their membership and that it be made a condition of employment for new employees to become members.

(2) The Federation asked that a clause be inserted or added to the Act to prevent the employment of legal counsel in bargaining negotiations, or in representations before the Labour Relations Board, unless mutually agreed to by both parties in such cases.

Trade Union Act

It was asked that three sections of the Trade Union Act be deleted. These sec-

tions require that unions make available for publication and distribution detailed financial statements, a restriction, it was stated, that was not required of either the employer or employer organizations.

Cost-of-Living Brief Presented to Royal Commission

Third Vice-President C. W. Strong and Secretary W. J. May of the Newfoundland Federation of Labour (TLC), presented a brief to the Royal Commission on the Cost of Living, on February 13.

At the outset, the brief expressed gratification that the Commission had been set up to study the causes and possible remedies for the high cost of living, which, it was claimed had reached "astronomical proportions," in Newfoundland.

Cost-of-Living Index

The present Newfoundland cost-of-living index was held to be inferior to similar indexes in use on the mainland of Canada and in the United States, in that it omitted numerous consumer items and services that were important factors in the over-all cost of living. It was urged that no time should be lost in bringing the new province's index into line with that compiled by the Dominion Bureau of Statistics at Ottawa.

Distribution of Consumer Goods

The brief suggested that one of the causes for the high cost of living was to be found in inefficient and out-of-date facilities for distributing consumer goods. Special reference was made to the need for modernizing the waterfront facilities at St. John's, the island's chief distribution centre. It was proposed too, that the Commission investigate possible ways and means of centralizing population with a view to making economies in distribution to the 1,300 settlements scattered along the sparsely settled coast-line.

Full approval was given to the provincial government's policy of road building, but it was felt that a system of "feeder roads"

and better communications in general should be provided, especially for the more remote communities that at present were dependent almost solely on sea communication.

Sales Tax on Consumer Goods

The federation expressed its concern over the Government's declared intention to levy a sales tax on certain goods as a means of increasing provincial revenue. The Commission was asked to recommend to the Government that it should not impose such a tax on essential consumer goods.

Land Development

While the delegation recognized that there was not a great deal of underdeveloped arable land in the province, nevertheless, it was of the opinion that a campaign of education and assistance would enable the province to be nearly self-sufficient in the production of the common varieties of vegetables. In addition, it was held that much could be done to reduce living costs by encouraging the greater production of cattle, sheep, hogs, goats and poultry.

Co-operatives

The Government was commended for its interest in co-operatives. The hope was expressed that an intensive campaign of education would be launched on the island to arouse greater interest in co-operative efforts in the settlement of many common problems, including the current high cost of living.

Housing

The provincial Government was praised for its declared intention of embarking on a low cost housing scheme in co-operation with the federal Government. At the same time it was felt that there was a great need for stronger rent control legislation and its rigid enforcement. The Commission was urged to investigate rental costs and in cases found to be exorbitant, to recommend to the Government that corrective measures be taken as soon as possible.

Nova Scotia Federation of Labour (CCL)

The Nova Scotia Federation of Labour asked for government action to alleviate the unemployment situation when they presented their annual legislative brief to the Provincial Government on March 2.

It was contended that unemployment was the paramount problem facing the Government. Development of the steel industry at Sydney and New Glasgow was

termed "the most basic requirement of all to the solution of chronic unemployment in Nova Scotia," and the brief urged the Government to expand and operate the steel industry as a public utility.

The brief petitioned the provincial authorities to undertake public works projects such as road building, community recreation centres and school replacement.

Concerning housing, the government was asked to initiate subsidized low-rental housing in co-operation with municipal authorities even if funds were unavailable.

Government support was urged by the Federation to create a merchant marine fleet to lessen unemployment in shipbuilding industries.

An experimental plant to encourage research into uses of coal was requested and the Federation included a suggestion that public-owned heating plants burn Nova Scotia coal.

Changes were asked in the Trade Union Act to halt employer influence in union operation. The Federation also asked for a 40-hour week, a minimum wage for men and women, two weeks paid vacation, and compulsory pay on statutory holidays.

The Federation advocated social security legislation to provide a three-way pension

plan with contributions from workers, management and government.

Dealing with workmen's compensation, the Federation suggested a minimum rate of industrial contribution. It also called for increased compensation rates for the partially disabled (from two-thirds to 75 per cent of lost earnings with a maximum of \$3,000 instead of \$2,500); and advocated an adjustment for totally disabled men, to base their compensation on present-day rates of earnings.

Various other recommendations in the brief included re-opening of the Acadia Sugar Refinery, year round usability of Halifax port, a Halifax-Dartmouth bridge, and extension of rural electrification.

Finally, the brief called for a Bill of Rights for Canadians "to guarantee explicitly the rights its people have won."

Nova Scotia Provincial Executive (TLC)

The provincial government of Nova Scotia heard representations made on behalf of the Nova Scotia Provincial Executive of the Trades and Labour Congress of Canada when the latter submitted their annual brief on labour legislation early in March.

Trade Union Act

It was requested that such bodies as the Power Commission and the Liquor Commission be included under the Trade Union Act and that all provincial government employees be given bargaining rights under the Act.

The delegation also requested that the Board be empowered to apply to the courts to seek enforcement of its orders, providing that it must first obtain the approval of the Minister.

Full collective rights were requested for fishermen under the Trade Union Act.

Working Conditions

The brief asked for legislation for a 40-hour week, a minimum wage rate of 75 cents an hour, an annual two weeks' vacation with pay, and one complete day's rest in each 7-day period.

The executive urged a series of regulations for the lumber industry, to be enforced through inspection. Rigid enforcement of the Nova Scotia Labour Act was requested.

Electrical wiring installations and electrical supplies should be government inspected and approved, urged the executive. It was also requested that all skilled tradesmen be requested to qualify under the Trades Standards Act.

Workmen's Compensation Act

The following amendments to the Act were advocated:—

- permission for the attending doctor to appoint a nurse to attend an injured employee;

- coverage of employees under the Act whilst on the employers' premises;
- the duration of hernia treatment to be established by the attending doctor;

- the Board be empowered to direct workers to suitable employment within the same company after workers have been on compensation and compulsion of employers to re-employ the workers;

- establishment of a compensation office in Sydney;

- full compensation for both injuries should a worker already receiving disability benefits suffer another injury;

- compensation for disability to be computed on 100 per cent of the worker's earnings up to a maximum of \$3,000;

- weekly payments to permanent partially disabled workmen of 100 per cent of the difference between former average earnings and the present average earnings ability, to be payable during his lifetime;

- monthly payments of \$65 to widows and invalid widowers, with \$20 allowance monthly for each child under 16 up to a maximum of \$120 for a widow with children and minimum compensation benefits be increased to \$18 a week.

Social Security

The Executive asked that: old age pensions begin at 60; residence of 15 years in Canada be considered sufficient qualification for pensions; pensions be increased; equal pensions apply to the blind; the Parents' Maintenance Act with the Old Age Pension be discontinued; free medical care to pensioners and payments to widows or widowers be provided.

Recommendations were also put forth regarding industrial pensions, a Maternity Hospitalization Act, health insurance, milk

subsidies, repeal of the Poor Relief Act and free school books.

Concerning public works, industrial development and employment in Nova Scotia, the Government was urged to initiate public works projects to combat unemployment, and to re-open the Acadia Sugar Refinery. Low-cost housing was requested as well as a program to ensure slum clearance.

The brief included also suggestions dealing with safety legislation, service station attendants, racial discrimination, jury service and town planning.

Ontario Federation of Labour (CCL)

The Ontario Federation of Labour (CCL) presented its annual brief on labour legislation to the Ontario Government early in March.

Various Recommendations

The Government was asked to institute the 40-hour week for workers in Ontario; to make mandatory eight statutory holidays and two weeks' vacation with pay and to undertake immediately works projects to provide work for the unemployed.

Dissatisfaction was expressed in the brief with the present alleged inadequate system of factory inspection.

Attention was drawn to the alleged need in many metropolitan areas for some form of unification of services to provide the necessary educational and other facilities for workers living in suburban areas and the provincial Government was urged to co-operate with the federal Government in an effort to get an over-all social security scheme established. The latter should, it was asserted, include health insurance and an old-age pension plan without a means test.

The Federation endorsed the Bill of Rights presented to the Legislature by the Civil Liberties Association and made a strong protest against the discontinuance of the printing of *Hansard*, as well as the

refusal of the Clerk of the Legislature to supply the Research Department of the Federation with mimeographed copies of debates in the Legislature.

Labour Code

The provincial Government's new labour code was criticized for "its failure to include any union security provisions," and for excluding municipal employees and others from the provisions of the law. It was asked that the Government define "a member of the union" and stipulate in the Act that a simple majority vote would be sufficient for certification.

The brief also demanded speedier conciliation procedure and cheaper arbitration procedure. It was urged too, that independent unions be required to show their sources of revenue to the Labour Relations Board, so that the Board could ascertain how they expected to pay legal fees, etc.

Workmen's Compensation

The Federation renewed previous demands that 100 per cent compensation be paid injured workers; that coverage be provided for all workers; that ceilings and waiting periods be eliminated and that some relief be given those who are receiving inadequate compensation benefits under the old legislation.

Ontario Provincial Federation (TLC)

On March 15 the Ontario Provincial Federation of the Trades and Labour Congress of Canada appeared before Premier Leslie M. Frost and members of his Cabinet to present their annual legislative memorandum.

The Officers of the Federation headed by President A. F. MacArthur noted in the brief that many proposals which had been requested repeatedly over past years had

not been adopted and it was hoped the government would give careful attention to them this year.

Labour Relations Board

Expressing dissatisfaction with the above, the Federation urged the following amendments:—

- (1) provision for revocation of certification should be deleted;

- (2) the Board to have the right to grant conciliation rather than the Minister of Labour;
- (3) prosecution cases to be handled by the Board instead of the Minister;
- (4) a clearer definition of company unions and prohibition of certification of such organizations;
- (5) right to be granted to apply for certification and to obtain a vote when 25 per cent of the employees in the proposed bargaining unit authorize a *bona fide* union to make such application;
- (6) authorization cards signed by the workers to be sufficient evidence of the desire for a vote on certification.
- (7) fifty-one per cent of those actually voting to decide certification;
- (8) a simple majority vote to decide the issue of a union shop and the compulsory check-off of union dues; and
- (9) that employees of municipal corporations, and their boards and commissions be included in the Act.

Unemployment

Pointing to recent increases in unemployment, the Federation urged the Ontario Government to take steps to ensure every willing worker of a job at trade union rates. In addition, the Delegation also urged the Government to try to extend foreign trade opportunities, with a view to maintaining full employment. It asked that an agreement be made with the Federal Government to provide support to unemployed persons during the whole period of unemployment.

Hours of Work and Vacations with Pay

A number of amendments were requested to this Act, included in which were the following:—

- (1) that maximum standard working hours for an employee in any industrial undertaking shall not exceed eight hours in the day and forty hours in the week, this provision to be granted without loss of take-home pay and at wages which are adequate to maintain comfort and decency;
- (2) that except where agreements provide overtime pay after a regular work day, a minimum requirement

that all time worked on the sixth day of the week shall be paid for at the rate of time and one-half and on the seventh day at double time;

- (3) abolition of the split shift;
- (4) repeal of the provision which allows employers to work employees for one hundred hours of overtime in one year, this to be limited to a maximum of fifty hours in the summer resort business and then only upon application to the Board for permission;
- (5) extension of the basic vacation period to two weeks in each year with the pay to be based on weekly earnings, with credits for any time lost through illness, injury or lay-offs.

A tightening up of regulations governing the vacation with pay stamp book system for workers in seasonal occupations was also requested.

Old Age Pensions

The Ontario Government was urged to conclude an agreement with the Dominion Government to bring about the following provisions:—

- (1) reduction of pension age to sixty years for women and sixty-five for men;
- (2) that the Act be made applicable to all;
- (3) that no deduction be made on account of other income;
- (4) that the same pension be made applicable to blind persons;
- (5) that the practice of combining the Old Age Pensions Act and the Parents' Maintenance Act be discontinued;
- (6) that the practice of placing liens on the homes of recipients be discontinued;
- (7) that the amount of the pension be increased to \$65;
- (8) that the means test be abolished; and
- (9) that proof of age and fifteen years' residence in Canada be the only qualifications required.

Accommodation for married couples in community homes, with hospital and medical care was requested. A compulsory pension paid by the industry to workers incapable of continuing after 20 years was asked for also.

Workmen's Compensation Act

Commending the Ontario Government for previous amendments adopted, the Federation requested these additional provisions:—

- (1) one hundred per cent compensation;
- (2) blanket coverage of all occupational diseases or diseases attributable to the nature of the employment regardless of the disease or the occupation of the worker;
- (3) supervision of preventive measures to be placed under the Compensation Board;
- (4) compensation to be paid from the date of injury or disability without waiting period;
- (5) uniform coverage of all occupations and diseases and injuries attributable to the nature of such occupations;
- (6) speeding up of investigations and the making of payments;
- (7) increases in payments to widows, invalid husbands and orphans;
- (8) increase in burial expenses; and
- (9) increase in maximum earnings on which compensation is payable from \$3,000 to \$3,600.

A number of other items such as referring injured workmen to light work, provision of more medical examiners for unorganized territories, etc., were also dealt with in the brief.

Education

The brief urged presentation of the report of the Royal Commission on Education so that action could be taken to improve educational standards and facilities, which should be made available to persons at a reasonable cost. The Cabinet was also asked to implement a promise made in 1943 that at least 50 per cent of school taxes charged against real estate would be assumed by the province.

Price Control

Under this heading the Government was asked to urge the Federal authorities to reinstitute the policy of granting subsidies on basic food commodities and to enforce a reduction in consumer prices. Such subsidization could be met by reimposing the excess profits tax and eliminating profiteering, it was pointed out.

The delegates also favoured the setting up of a Federal Price Control Board to which all applications for price increases should be submitted. Such a Board should

be given the authority to force a reduction in prices where basic foods and materials, through their increased cost, are creating an impediment to the good health of the Canadian people as a whole, and in particular the health of the children.

Housing

The Federation expressed the opinion that the "deplorable housing situation which exists in Ontario" had become complicated further by recent rent increases allowed by the Dominion Government and urged the Ontario Government to accept joint responsibility with other levels of government in providing adequate low-rental housing accommodation.

A plan to allow workers to purchase homes with interest-free money was solicited and action asked to ban rent increases.

Other Recommendations

Other recommendations contained in the brief concerned:—

- legislation covering fire fighters, drivers of buses and commercial vehicles, barbers, civic employees, plumbers, hoisting engineers and steam fitters;
- proper enforcement of the Apprenticeship Act;
- reforestation, improved methods of production and research in forestry, and improved social conditions for workers in the forest industry;
- extension of the franchise to all persons over 18 years of age;
- implementation of a highway improvement and construction program;
- enactment of an Ontario Bill of Rights;
- greater development of Canadian industry;
- abolition of company towns;
- abolition of home work;
- repeal of the theatre amusement tax;
- labour representation on all Government boards, commissions and committees;
- establishment of \$1 per hour minimum wage;
- inclusion of a fair wage clause in all contracts;
- an Ontario Health Insurance Bill;
- setting up a permanent Truck Transportation Board;
- barring of racial and religious discrimination;
- fire safety;
- rights of civic employees;
- Dominion-Provincial Relations; and
- police activity in strikes.

PASTORAL LETTER OF ROMAN CATHOLIC EPISCOPATE DEALS WITH WORKERS' PROBLEMS IN PROVINCE OF QUEBEC

Based on an official translation, the following article summarizes a Pastoral Letter issued in March by the Roman Catholic Episcopate of the Province of Quebec, dealing with workers' problems in the light of Church social doctrine.

The Roman Catholic Episcopate of the Province of Quebec issued, in March, a pastoral letter entitled "The Problem of the Worker in the Light of the Social Doctrine of the Church". A résumé of the 35,000-word episcopal document, which insists strongly "on the primary need for seeing clearly the actual conditions of the worker's life", was released to the Canadian Press on March 20 and an abridged version was read the next Sunday in all Roman Catholic parish churches and chapels of religious orders in the Province of Quebec.

The pastoral letter, which quotes extensively from Church statements on social doctrine such as the encyclicals *Rerum Novarum* and *Quadragesimo Anno*, is signed by heads of 25 archdioceses and dioceses of the Province of Quebec and of dioceses outside of Quebec which for purposes of church administration are considered part of Quebec.

The prelates recommend structural reforms in industry which would "gradually" bring organized labour into participation in management, profits and property of the enterprise, and advocate establishment of a "corporative organization" which would include both workers and employers. The letter recommends achievement of these objectives with prudence and respect for the "legitimate right of the owners of the means of production", but points out that they are urgently necessary.

The letter is divided into three parts. The first part sets forth the authority and the duty of the Roman Catholic Church to recall the social teaching of the Church concerning the workers and studies the actual conditions of the worker's life. In the second part of the letter, the Quebec prelates indicate the ways to a Christian restoration of the worker's life by the restoration of Christian spirit in his personal and family life, by a better organization of leisure and by the inauguration of a better regime of work. The third part of the letter points out the task of the

workers, the public contribution, the State's responsibility and the Church's task in restoring the Christian concept of work and in improving the lot of the workers and their families.

Actual Conditions of Worker's Life

At the beginning of their collective letter the Quebec Bishops declare that

in the face of the profound changes which have occurred in economic life, in the face of social agitation which continues to mark these post-war years, in the face of the confusion of mind which threatens to trouble our people and to retard their social progress, and conscious of our pastoral office, we wish to recall to your mind the teachings of the Church concerning the problems of our workers.

The prelates say they are assured that their words will be received with faith and insist on "the primary need for seeing clearly the actual conditions of the worker's life." They acknowledge that the economic situation of our country compares favourably with that of most countries in the world, and that our working class has profited from this situation and on the whole has enjoyed a fairly good standard of living.

The pastoral letter observes that this general affirmation should not cause it to be forgotten that there exists numerous regional and professional groups whose revenues are not sufficient:—

No one could maintain that the national wealth is equitably divided. And no more among us than elsewhere has the fundamental problem of the worker's life been resolved, the problem of the economic and social security of the worker.

Industrialization is not a new phenomenon in our country; but in the course of the last decade it has expanded considerably. Work by women has developed at an accelerated rhythm. The population of the cities has been augmented notably. Industrial progress has even accentuated the abandonment of our rural districts. In this manner the situation in our urban centres has been complicated.

A rural person no longer finds his traditions and habits in the city. The institutions which used to protect him no longer have the same character, and some of them have lost their vigour.

The bishops add that this problem of adaptation is at the root of many difficulties, and sometimes of great miseries, for individuals; and constitutes for the urban community an obstacle to the establishment of its equilibrium and to the organization of its religious, social, and economic progress.

The prelates deplore the fact that the rapid increase in urban population has created a housing problem with "all its evil consequences", and the fact that, due to the rapid industrial development, many workers have entered new industries without having been able to acquire sufficient preparation. Their presence in plants has further complicated the problems of industrial life, they add, and has spread the deplorable effects with which the economic regime can be reproached:—

One knows, for example, the place occupied by mass production (*travail en série*) in modern industry. But in the present state of his organization, this does not satisfy the cultural and psychological needs of the worker. As a consequence the factory labourer is not interested in his work. Only too often he enters the shop anxious to leave it as quickly as possible to seek elsewhere the distraction which corresponds to his needs for development.

Conditions of industrial hygiene, states the pastoral letter, have not been improved to the point of attenuating as much as possible the dangers which threaten the health of workers.

Collective Rights

After noting that during the war the workers were better able to understand the importance of their role in the national economy, the prelates say that a greater independence with regard to their work enabled them to express requests which had hitherto been rejected:—

Freed from fear, they have entered in greater numbers the workers' associations by means of which they have made their claims known. The working class thus acquires more and more a collective realization of its rights and of its strength: it intends to defend its rights and to make them respected. Here is a phenomenon which disturbs some, and which others regard with confidence.

It is our duty to show the way toward a healthy restoration of this life of the workers.

Every work of restoration should be based on religion, on God. "For unless God buildeth the house, they labour in vain who build it."

Religion and the Worker

The Quebec Bishops warn against the thought that religion lulls the worker, or that the Church is the ally of the powerful:—

The Church preaches the eminent nobility of the worker; she shows to each a clear view of his respective function in society and of the necessary collaboration of all for the common good; and she gives men the supernatural strength to fulfil their duties.

Those who have at heart the restoration of the life of the worker should envisage all the problems which it poses and the reforms which it demands in connection with the family, that primary cell of the social organism. Sufficient income, family housing, measures of social security, reduction in taxes, a moral atmosphere.

Here are enough factors to permit the worker to provide his family with a living worthy of their humanity, and, together with his wife, to look after the education and instruction of their children.

The pastoral letter expresses satisfaction that one of the happy effects of modern mechanization has been to lessen the hours of labour:—

This progress will be a true gain for the working class and for society, if the workers know how to draw profit from their more abundant leisure.

Leisure is not the end of life. However, when it is well used, it renders family life stronger, develops a sense of responsibility, and contributes to the full flowering of the individual by the maintenance of his physical strength and by the development of his intellectual faculties and his moral virtues.

Modern technique, the prelates note, has led to a more marked separation between capital and labour and has caused many misunderstandings and conflicts. They declare that a rediscovered understanding of work and of its ends will correct this deplorable situation and re-establish order in professional relations:—

It is therefore necessary that economic life should be so ordered as to recognize the Christian concept of work. An evil system of work will compromise all effort at restoration because it leads to an abject materialism. There exists, in effect, a direct connection between the lack of satisfaction which the working classes derive from their accomplishment of their labour and the decline in private and public morals, and the consequent decline of the Christian spirit.

Enterprise Reforms

The Quebec Roman Catholic hierarchy declares that the inauguration of a better regime of work is intimately bound up with the true spiritual values which the Church recognizes in work and in the man who executes it, and that economic reforms should take into account the exigencies

which derive from the moral nobility of work and from the primacy of man over matter:—

As well as a just, living, family and human remuneration, these exigencies also include, on the one hand, the adaptation of work to man: duration, rhythm, methods, hygiene, apprenticeship, professional milieu; and, on the other hand, an organization of labour based on a statute which protects efficaciously the right of association—employers' as well as workers'—which will normally lead the associations of employers and employees toward the vocational order (*organization corporative*).

The vocational organizations should recognize judicially and in practice by means of permanent institutions the common responsibility of all those who take part in production.

The Roman Catholic prelates also recommend that in the enterprise, cell of economic life and sphere of daily action, industrial work—characterized by mechanization, standardization, and the specialization of tasks—should be organized more humanely, and that structural reforms should endeavour more and more to interest the workers in the very life of the enterprise in such a way that all those who participate therein, management and workers, may realize their "community of activity and of interest".

One must readily admit that in an economy permeated with economic liberalism, the regime of the simple wage contract tends to favour class-war, to widen the gap which separates capital and labour, to lead proprietors to seek exorbitant profits, and to lessen care for honest and skilful work among workers by not integrating them sufficiently into the life of the enterprise.

We believe it to be our duty to direct social action towards a reform of enterprise which will gradually lead organized workers to participate in management, profits, and ownership, according to a just conception of the private nature of the enterprise and of the legitimate rights of proprietors over productive property.

The letter recommends achievement of proposed reforms with prudence but said they are urgently necessary.

The leaders of enterprise, who in the name of an absolutist conception of ownership, do not believe in sharing certain of their responsibilities with their workers are in error, an error which could be fatal.

The Bishops add that the restoration of the conditions of the workers cannot be brought about unless the workers themselves have a truly noble and Christian appreciation of one another, and unless they are fundamentally disposed to co-operate and to aid one another. They should realize the grandeur of their work, the importance of their function, and the nobility of the working class.

Co-operative Institutions

The pastoral letter asks the workers to join their collective efforts to render the soul of the working class more Christian, and, to that end, to create around it a favourable atmosphere by restoring the institutions and the milieu which frame its life:—

Workers should also unite their efforts and their resources in co-operative enterprises with a view to their economic prosperity and their social advancement. Immeasurable services can be rendered them by their co-operatives—particularly for the solution of the housing problem. Therefore they should busy themselves in promoting and developing such works.

Individual efforts by workers, and their collective efforts by means of Catholic Action, professional associations, and the co-operative movement, are therefore the indispensable conditions for the restoration of the life of the worker.

The letter stresses the importance of the good conduct of personal and family life, as well as the exercise of the responsibilities called for by their associations, to produce within the working class an ever more numerous and apostolic elite which will think it a very great honour to stay in the working class, in order to serve it better and to help it to attain the highest possible level of moral and religious, professional and cultural life.

Employer Responsibility

To the employers, the letter points out that they can and should make an important contribution to the personal, family and social advancement of the workers, by not forgetting that upon them in great part rests the responsibility of making this regime conform to the prescriptions of the natural and the divine law, even at the cost of certain sacrifices:—

Firmly attached to the right of private property, the Church asks employers neither to forget the social aspect of this right, nor to neglect their obligation to subordinate its exercise to the exigencies of the common good, and to the limits imposed by the rights of employees, consumers, and other employers—especially those in small or medium-sized industry.

The letter tells the employers they have the primary responsibility for the economic life of their enterprise, that their right and duty is to ensure its material prosperity and its financial stability, and that, in order to attain this end, they should use the most appropriate means.

But if they value their employees as men and as Christians, if they constantly give the example of a truly Christian life,

if they endeavour to develop an atmosphere of cordial collaboration, if they pay just salaries and ceaselessly strive to improve working conditions, if they agree loyally to collaborate with their employees' union, they will favour social peace and a harmonious understanding between capital and labour, and they will personally obtain temporal successes which others will try in vain to realize by the exclusive use of technical and financial means.

Professional Associations

The pastoral letter notes that quite a few employers complain with reason of the impediments to the practice of justice caused by unbridled competition in existing life. The Quebec prelates suggest that they unite in professional associations which draw their inspiration from the social doctrine of the Church:—

By a more profound study of Catholic doctrine, by a union of their skills and knowledge, they will be able more easily to perfect the technique of their enterprises, to bring about an improvement of the laws which concern work, industry, and commerce, to develop their social sense, to collaborate with workers' associations, and to find the means to fulfil their obligations of justice and charity.

The Bishops observe that the efforts of workers and employers to restore the life of the worker should be sustained and completed by the well-intentioned aid of all citizens, particularly professional persons and educators.

All those who have the advantage of benefiting from a superior intellectual and moral training which has enabled them to build a brilliant career and to number themselves among the elite of society, have thereby an added reason for fulfilling their social duty.

Representatives of the liberal professions should always show a great moderation in the fees they charge for their services. They fulfil a social function which they ought to accomplish with disinterestedness, without unhappy conniving with the power of money, and without paltry scheming—political or otherwise.

The State's Responsibility

The episcopal document points out that the State can and should exercise its helpful influence to improve the lot of workers and their families. It carries the heavy responsibility of promoting the temporal welfare of all its citizens without exception, while according particular care to the weakest. And the prelates assure that the Church, beyond and above all political parties, offers its loyal collaboration to all who exercise civil authority.

What is to be asked of government is a grouping of laws and institutions which will cause public and private prosperity, and peace and social order, to flourish.

Above all, it should aid citizens, families and associations to fulfil those functions which they are capable of undertaking themselves.

The Right of Association

The letter says that the State is under a special obligation to help to improve the condition of the worker. By legislation ceaselessly adapted to new needs, by an adequate enforcement and application of the laws, it should effectively safeguard the right of workers to a just salary, and to healthy conditions of work from both the physical and moral points of view.

Legislation concerning the right of association should constantly be improved so as to permit a sound unionism to fulfil its necessary role as an agent of order and social peace. Consequently laws on industrial relations, on collective agreements, and on the prevention of conflicts by conciliation and arbitration, should be such as to protect all the legitimate interests of workers.

Communism

"Measures of repression are necessary," observe the Bishops, stating that those governments are well advised which, by appropriate measures or by laws, seek to check the activities of Communism and other movements subversive of Christian social order. But they believe that these measures will only be effective if they are accompanied by sincere efforts to create a social order based on justice and charity.

Above all it is necessary to favour a better distribution of riches, a state of security for all honest and conscientious workers and a system of labour which respects the human dignity of the worker.

The Church's Task

Among the main recommendations in the episcopal letter are support of the Canadian and Catholic Confederation of Labour, support of priests active in social action, based on the Church's social doctrine, and in labour and employer organizations, and endorsement of the work of the Sacerdotal Commission on Social Studies, an organization of the clergy with power to pronounce itself on social questions.

In concluding the letter, the Roman Catholic Bishops of the Province of Quebec ask the clerical and lay social apostles to redouble their zeal, and urge the laity, in the light of the teaching of the Church, to build economic and social structures by means of which society may obtain for all its citizens a more just participation in the goods of the country.

FACTORY INSPECTION IN THE UNITED KINGDOM

The Annual Report for 1948 of the Chief Inspector of Factories in the United Kingdom describes the progress that is being made in improving the safety and health of workers and their conditions of employment. Fewer accidents occurred in workplaces in 1948 but there was a slight increase in fatalities. New building regulations apply a safety code to all types of building and repairing operations. Progress is reported in improvements to premises and provision of welfare facilities. The normal work week was 44 to 45 hours spread over 5 days.

Two important events for the Factory Department in the year 1948 emphasized by the Chief Inspector in his Annual Report were the passing of the Factories Act, 1948 and the coming into force of the Building (Safety, Health and Welfare) Regulations.*

One of the important results of the changes in the Factories Act is to extend the requirements as to medical examinations of young persons with regard to their fitness for employment in factories (L.G., 1949, p. 15). Such examinations are now required for young persons up to the age of 18 instead of 16 as formerly, and not only for employment in factories but employment in docks and construction work.

The new Building Regulations have much wider application than the previous codes of 1926 and 1931, and consequently when these Regulations came into force October 1 many thousand builders became subject to statutory provisions relating to safety, health and welfare in their daily jobs for the first time. Before the effective date, the Factory Department staff made every effort to bring a knowledge of these new Regulations to those concerned. Besides distributing a guide to the code and visiting work places, Inspectors gave about fifty lectures at special meetings called by employers' and workers' organizations.

The time has been too short to know accurately the measure of compliance, but the signs on the whole are encouraging, the Report states. Some firms have shown interest, willingness and keenness to make themselves fully familiar with legal requirements. There have also been those contractors, their agents, foremen and men, who have never heard of the Regulations, new or old, and "who have clearly thought the new requirements unnecessary and some reflection on their own natural ability,

experience and skill." In between is every degree of interest and knowledge, but it is apparent that in general many of the new safety provisions were considered to be overdue.

The advisory side of the Inspectors' work, as distinct from the inspection duties and investigations required in administering factory legislation, has continued to develop. It is becoming habitual for industrial management to invite suggestions from the Department on designs for factories or plants before they begin construction. This is one important aspect of consultation between industry and the Department, and while it takes up a good deal of the Inspectors' time, it yields dividends of safety and health.

The microscopic examination of dusts is a service increasingly used. The Report describes a rather unusual investigation of this type. Owing to a badly designed air filtration and air recirculation system, fine dust was finding its way into an atomic energy factory from outside sources and being spread throughout the building. Specimens being irradiated with neutrons in the plant were contaminated with extraneous dust which itself was rendered radio-active, and further, the functioning of many sensitive control instruments was being interfered with by dust deposition on vital parts from the air.

The counts and photomicrographs made on the samples obtained, together with X-ray diffraction data obtained for the Department by the Government Laboratory from samples of dust, provided useful clues as to the sources of the dust contaminations and gave guidance as to appropriate methods for redesigning the air filtration system to obviate the trouble.

With rapid development in the field of radiology, radiological hazards in industry are becoming increasingly important. The power and scope of industrial X-ray

* L.G., April, 1950, p. 433.

apparatus are gradually increasing and radio-active materials are finding new uses. In the printing and textile trades, radio-active materials are beginning to be used as ionizers to disperse static electricity. Flat bars faced with thin gold or platinum foils containing a radium salt in solid solution, across the parts of the machine worst affected, serve to ionize the air in

the immediate vicinity of the strip and so dissipate the static charges on the material running through the machine. So far the radio-active strengths are small and the strips can be placed so as to radiate into the machines and away from the operatives, but if large numbers are to be installed in workrooms and if stronger sources begin to be used, the hazards would increase.

There has been an annual report by the inspectors responsible for the enforcement of factory legislation in the United Kingdom since 1834. . . .

The first factory legislation which was enacted in 1802 did not provide for paid inspectors. The first factory inspectors were appointed following the passage of the Factory Act of 1833. There were four inspectors and each was responsible for his own area and reported separately to the Home Office. At first they had a staff of eight inspectors (then described as superintendents) to assist them in inspecting between three and four thousand textile factories. Their report for 1835 showed 3,154 textile factories employing 10,119 children under 11, and 150,025 children between 11 and 18.

By 1837 the staff consisted of fifteen superintendents and the four inspectors. "Continue the practice of visiting the interior of factories, unless admittance be refused," stated the instructions of one inspector to his superintendents in 1837.

In making a plea for higher salaries for superintendents, the four inspectors had the previous year written to Lord John Russell of the Home Office as follows: "The duty is an arduous one; they are exposed to considerable bodily fatigue in going through the retired parts of the country over bad roads in all weathers; they must be away from home nearly the whole year, and they are exposed to considerable obloquy (Mr. Trimmer was last month mobbed by the Factory people in a country situation near Oldham); so that the employment is attended with many disadvantages."

The first safety provisions were included in the Factory Act of 1844. They related to cleaning of transmission machinery while it was in motion, and to the fencing of dangerous parts. The 1937 Act is in itself an extensive safety code, and more specific Regulations may be and have been issued under it.

The reporting and investigating of accidents, too, dates back to 1844. Employers are now required to report an accident which is either fatal or disables the workman for more than three days from earning full wages at his usual work, as well as specified "dangerous occurrences," whether or not they result in personal injury.

The first Chief Inspector, Alexander Redgrave, was appointed in 1878. Mr. G. P. Barnett, who submitted the 1948 Report, has been Chief Inspector since 1947. There were 328 inspectors on his staff at the end of 1948. The Act now applies not only to factories employing some six and a half million people, but to docks and warehouses and building operations and works of engineering construction. In 1940 the Factories Department was transferred from the Home Office to the Ministry of Labour and National Service.

Other interesting developments are the large scale projection of television images in public cinemas, and automatic luminizing machines to replace hand painting methods in some industrial plants. Television calls for manufacture and use of cathode-ray tubes of a power that emit X-rays in quantities that would be dangerous if uncontrolled.

In the handling of radio-active materials, there are often present a combination of dangers of radiation and of dangerous dust or gas. In such cases the gas or dust risk is met by the usual methods of working in totally enclosed plant or in plant enclosed as far as possible and equipped with exhaust ventilation, and the dangers of radiation are met by putting suitable screens round the plant. Great ingenuity is being shown in the design of such plant, in the erection of suitable screens of metal bricks that key into each other, and in methods of remote control, watched if necessary through periscopes. The Atomic Research Station at Harwell has described some of these methods in illustrated reports in the technical press.

The first Mechanical Handling Exhibition on a national scale in the United Kingdom was held in July, 1948. The Department took advantage of the opportunity to emphasize the loss occasioned by accidents due to handling goods and materials and to point out that these accidents, which exceed one-quarter of all reported accidents, could be reduced by mechanical handling appliances. Mechanical handling devices have their own hazards, but specific methods of controlling these hazards may be developed more easily than is the case with manual handling. In the rubber industry mechanization now achieves continuous flow production where in the past there has been a considerable handling of material between machines. Progress in mechanization is also noted in the development of automatic controls for effecting a series of operations on individual machines. In the vulcanizing of tires, for example, the worker now handles the tires or tubes and nothing else. He feeds the work to the machine, and initiates the cycle by pressing a button. The use of these machines has eliminated many accidents occasioned by the handling of heavy moulds. In the building trades there has been some development of mobile types of builders' hoists to ensure easy and speedy supply of building materials to the tradesman at his working position constructing the house.

Old and slum factories continue to be a serious problem, but some improvement has occurred during the year, for the first time since the war. By various means firms have been persuaded or forced to vacate the worst of these premises. Other firms have been prevented or persuaded from

occupying premises that were not suitable and could never have been made suitable with any reasonable expenditure of money and materials. The Factories Act, 1948, gave Inspectors additional powers to seek closing down orders from Courts of Summary Jurisdiction where premises do not permit of the conduct of work or processes with due regard to the safety, health and welfare of the workers; but this authority has been sparingly used because where there are no vacant premises in better condition, eviction would mean the end of the firm and the dismissal of the workers. In one London borough there are 2,714 factories the majority of which are in premises built for residential purposes. Some of them meet the requirements of the Act but none can be as satisfactory and suitable as if built for factory purposes. In three other London boroughs there are at least 357 underground factories or work-rooms of factories.

All these are not wholly bad, but they can never be as satisfactory from the point of view of safety, health and welfare as similar rooms at or above ground level.

Interest in personnel management continued to develop during the year, and was found by the Department's Personnel Management Advisers to be less superficial than it was a year or so ago. Development during the year took the form of growth of plans started in previous years rather than the initiation of new plans and ideas. In the national field, the Human Relations Panel of the Committee on Industrial Productivity (L.G., 1948, p. 1095) undertook long-term research into several problems of industrial relationships including methods of disseminating knowledge; better selection and training of foremen; effect of production on the size of the unit of work; method of joint consultation in industry generally. This work is proceeding.

New personnel departments were established during the year in a variety of industries, and expansion has taken place in the scope of some existing departments. Specialist officers have been appointed and new responsibilities have been assumed in addition to the employment and welfare functions. Considerable interest was shown in setting up joint consultative committees in individual establishments. The scope of discussion at these committees has been gradually widening and there is a growing tendency to include all matters of interest to management and workers except questions covered by joint negotiating machinery. The emphasis in training, an important aspect of personnel management, tended to be on supervisory or managerial training, although apprenticeship schemes started in

1947 progressed. Schemes covering industries or groups of firms, such as the Foundry Industry Schools and the training schemes in the Boot and Shoe, Printing and Glass Industries, have continued to grow. In summing up, the Chief Factory Inspector says:—

The progress which took place during the year was encouraging but much more is possible. A large proportion of the firms employing over 250 workers still have no Personnel Officer and while this does not necessarily imply that the attention they pay to personnel management is seriously inadequate, it is usually found that there is room for improvement . . . There is still a need for a much greater appreciation of the fact that Personnel Management is not something which can be done by instinct, both skill and knowledge are required.

During the year Inspectors carried out a special survey of the cotton industry. This survey was undertaken because of the necessity for improved conditions to attract workers in view of the importance of the cotton industry in the export drive. The reports showed that steady progress was being made with sanitary accommodation, lockers, first aid, feeding facilities, decoration, lighting and loom spacing. An important contribution to solving the problem of dust in card room air is a new technique for the oiling of cotton. As a result of application of an aqueous emulsion of a technical white oil to the raw cotton, dust in card room air has been greatly reduced. Dust counts which have been taken have shown that the reduction in the visible fraction in card room air is about 45 per cent, and in the invisible fraction, that is, the fraction dangerous to health, about 55 per cent.

Iron foundries were also specially checked to see what progress was being made in putting into effect the recommendations of the Joint Advisory Committee. The survey disclosed that most firms welcomed the Committee's Report (L.G., 1947, p. 1780) and intend to make a definite effort to improve working conditions, and, in particular, to raise the standard of welfare amenities. The Chief Inspector gives a brief summary of the conditions found and the improvements effected or contemplated. The Committee recommended vacuum cleaning as a suitable method for cleaning down of walls, etc., but only in a few foundries is this method used. Portable vacuum cleaners are not entirely satisfactory because they discharge "filtered air" back into the room and this air may contain small particles of dust containing silica. What is needed is a fixed vacuum plant with pipe-lines and a discharge point so arranged that the "filtered air" cannot

re-enter any occupied room. Sanded floors common in foundries cannot be cleaned like other floors and in most cases could be replaced by concrete floors. Very few firms have yet provided washing facilities equivalent to one wash-basin for every ten persons employed at any one time, as recommended in the Report, but most firms have proposals in hand for extension of sanitary facilities.

Accidents

During 1948, 201,086 notifiable accidents were reported at premises subject to the Factories Act. Of these 861 were fatal. The total number of accidents reported is 2,150 less than in 1947, but the number of fatal accidents was greater by 22.

The Chief Inspector points out again, as he has in previous Reports, that a comparison of bulk accident figures of one year with previous years does not always give a sound basis for judging progress in safety conditions. The number of notifiable accidents per 1,000 employees gives a better basis for comparison, and this number fell from 40 in 1944 to 28 in 1948. An increasing number of firms are calculating frequency rates based on the international definition in which the rate equals the number of accidents causing loss of time beyond the day or shift per 100,000 man-hours worked. These firms make their frequency figures available to the Factories Department, but they still do not constitute a sufficiently representative group to give a fair sample of all premises subject to the Act. This frequency rate in the firms for which it is available fell from 2.52 in 1944 to 1.88 in 1948.

The 201,086 accidents reported in 1948 occurred as follows, fatal accidents being given in parentheses:—

Factories—182,838 (552, a proportion of 1 to 331).

Docks and warehouses—7,067 (52, a proportion of 1 to 136).

Building operations and works of engineering construction—11,181 (257, a proportion of 1 to 43).

Machinery Accidents

Power driven machinery in factories accounted for 27,812 accidents, a decrease as compared with 1946 and 1947, but certain types of machinery accidents are increasing. Prime mover accidents increased in 1948 and five of them were fatal. The Chief Inspector points out that the law concerning the secure fencing of moving parts of prime movers is quite definite and absolute and has been in existence since the very early days of factory legislation.

He emphasizes, too, that it is important to ensure that prime movers are of good construction and design and properly maintained, and describes how two men were killed because a mechanical defect caused the cover of a steam chest to blow off. Accidents due to shafting and other transmission machinery were less numerous than in 1946 and 1947 but still too frequent. Examples are given of shafting accidents during the year which follow "what can only be described with the greatest regret as the usual pattern." Transmission machinery which under normal circumstances would be considered out of reach is one source of these accidents, and another is shafting within reach and not securely fenced. Everyone needs to realize that all transmission machinery is dangerous no matter its size or at what speed it moves.

Woodworking machinery is still a frequent cause of accidents and these are often due to lack of care on the part of the worker. "One cannot imagine that the danger of a circular saw would ever be seriously disputed," the Report says, but there are operators who seem to consider the use of safety devices a sign of weakness. While the whole of a circular saw cannot usually be securely fenced, the safety devices prescribed under the Woodworking Machinery Regulations afford considerable protection. Several fatal accidents caused by timber flying back from circular saws might have been prevented by the use of riving knives.

Young men, as well as women and girls, have been the victims of clothes and hair entanglement accidents. The Chief Inspector again points out that the cure for these accidents does not rest with hair styles, hair nets or caps. The obligation in law is to fence the machinery securely.

There was a reduction in the power press accidents in 1948, but there is room for improvement. An examination of a number of interlock guards, chosen at random, showed that 14 out of 29 were defective in one way or another. Even when there is periodic inspection by an outside agency, there should be daily and weekly inspection by the user's own staff.

In the printing and allied trades there were 732 accidents during the year, a reduction from 1947 but still more than 50 per cent in excess of the number in 1945. The Engineering Branch have had a number of meetings with principal representatives of manufacturers of printing machinery with a view to more effective guarding of various dangerous parts.

Laundry machinery accounted for 156 accidents and half the total occurred on garment presses. Practically all the accidents on the hand and foot operated presses

could have been eliminated by greater care on the part of the operator, encouraged by better supervision. In many cases reports of accidents showed that the operator's attention was distracted by another worker who had no particular business in the vicinity.

Hoist manufacturers have been able to give much more reasonable delivery of new hoists and safety equipment of old hoists, thus reducing the number still in use which do not fully comply with the Factories Act requirements. Bad slinging and inefficient signalling caused the greatest number of accidents in connection with the use of cranes.

Accidents due to transport in factories have increased and the fatality rate is very high. A very high proportion of moving-vehicle accidents is caused when the vehicles are reversing. The Chief Inspector comments as follows:—

All too often the driver of a heavy vehicle who may be partially unsighted has no one to guide him when reversing, whilst drivers of factory trucks sometimes reverse with apparent abandon without as much as a glance behind. In the case of the lorry the driver may not always be able to find someone who will guide him but there appears to be little or no excuse for the driver of the factory truck who has unobstructed vision all round his vehicle. There is, however, considerable evidence that many occupiers do not arrange for the proper training of truck drivers, do not insist on any proficiency test and in some instances do not even control effectively the driving of trucks by unauthorized persons. It is gratifying, therefore, to know that the more enlightened occupiers are holding Training Schools and Qualifying Tests and some firms have made arrangements substantially to ensure that none but an authorized driver shall drive within factory premises.

Non-machinery Accidents

The main types of non-machinery accidents—handling goods, falls of articles and falls of persons—have not varied much from the previous year. To prevent injury from falling objects, safety boots are being used more and more in the heavy industries, but the abolition of clothes rationing has removed one incentive to the purchase of these boots and in general less safe types of footwear are being worn. Accidents due to falls of persons are sometimes but not often attributable to the condition of plant, floors, stairs or appliances, and the human factor must be held responsible in many cases.

Be a fall caused by impetuosity, keenness, clumsiness, mental lapse, vanity or merely a desire to catch a bus before the rest of the workers from the factory, the "human factor" element can be controlled only by training and supervision.

Accidents to Young Persons

There were 14,443 accidents to young persons reported in 1948, a reduction from 1947 both in the number reported and the percentage of all factory accidents. While there was an increase of approximately 300,000 in the number of men and women employed in factories in 1948, there were approximately 200,000 less young persons, largely due to the raising of the school leaving age to 15. The Chief Inspector is of the opinion that over the last five years better supervision, training and instruction have been indicated in the reduced accident rate. The rates for young persons have followed very closely the rates for adults, the 1948 figures per thousand employed for men and for boys being 36 and 34, and those for women and for girls 12 and 14 respectively.

Accident Prevention Schemes

Although some new Safety Committees were set up during the year, and Safety Officers appointed, other Committees became less active and the general gain has not been up to expectations. One difficulty has been that firms when appointing Safety Officers, fail to provide a sufficiently high salary or give the necessary prestige and authority to the position. Training courses for Safety Officers organized by the Royal Society for the Prevention of Accidents have served a useful purpose.

One factor which hinders progress in accident prevention is the common idea that attention to safety detracts from the production drive. Factory managers are being urged to produce more and to produce it quickly and they tend to assume that safety measures will not only slow down production but entail the employment of what seems to them to be unproductive labour. Accident statistics prove otherwise. The equivalent of 25,000 workers were lost to industry during the year through accidents, and there is also the fact that it has often been found that greater attention to safe methods of working results in more efficient production.

Accidents in Building Operations

The number of accidents on building operations in 1948 was 9,649 (218 fatal) compared with 8,469 (218 fatal) in 1947. Twenty-eight per cent of all accidents and 74 per cent of fatal accidents were due to falls of persons.

This class of accident has a fatality rate of 1 in 17 which is indeed alarming when one realizes that the class includes falls from low levels and even falls on the flat. There are still diehards in the industry who look upon the avoidance of falls as just a matter of skill and consider that

a nine-inch plank with no handhold or protective rail is quite adequate as a working platform at any height. Even some of the more enlightened builders, although prepared to provide a wider platform, consider guard rails and toe boards as unnecessary pampering to a hardy breed of men. Apart from the legal requirements, these employers, their agents and foremen, should consider the circumstances surrounding accidents in which men fall from working platforms. Men do not fall deliberately. They are not intentionally pushed by workmates. Most of them do not suffer from vertigo. And yet 43 men were killed and 507 were injured when they fell from working platforms in 1948. The reasons for such falls have been many: The tipping of planks, slipping, tripping due to obstructions on platforms or bad footwear, accidental pushes by workmates, suspended loads or pieces of scaffolding carried by others, temporary feeling of faintness or, even among the most skilled, inexplicable errors of judgment. In other cases, particularly with suspended scaffolds, there have been serious failures of the equipment . . . The Building (Safety, Health and Welfare) Regulations, 1948 specify in considerable detail the safety precautions as regards construction, erection, provision of safeguards for and inspection of scaffolds, and it is hoped that these regulations will have an effect of substantially reducing the numbers of accidents.

Special attention is drawn to accidents due to fragile roofing materials. Thirty-one men lost their lives falling through roofing materials and 130 other men were injured.

For the first time regulations now cover the working on, or passing over or near, fragile roofing and it is fervently hoped that this new legislation will play its part in eradicating this blot on the record of building accidents. But regulations in themselves will be of no avail unless both employers and employees are convinced that, unless and until no man is ever allowed, intentionally or accidentally, to step directly on fragile roofing material, accidents will continue to happen.

Fires and Explosions

A section of the Report on fires and explosions analyses the notifications received by the Department of "dangerous occurrences". It is a requirement of the Factories Act that notice of certain such occurrences, whether personal injury or disablement is caused or not, shall be given to an Inspector. These notifiable fires and explosions have been divided into three main groups: those involving inflammable gases; those involving inflammable liquids; and those arising from inflammable and explosive solids and dusts.

Fires and explosions involving inflammable gases numbered 412, and two gases responsible for the majority of these were acetylene, 119, and carbon monoxide, 238. The case of a man who repaired a small steam boiler and tested for leaks with an acetylene supply line illustrates that testing

for leaks with acetylene or a compressed gas of any kind is dangerous. He found a leak and after he had left the boiler to "air out" for about an hour he applied a blowpipe to the boiler which immediately exploded. A suitable hydraulic test should precede any test involving air or other gas under pressure. The explosions which occurred in the manufacture of commercial gases containing carbon monoxide arose either from the admission of air to the gas contained in the plant or from the escape of gas into places of work, so that an explosive mixture was formed. A proper procedure in shutting down, and all practicable steps to prevent the escape of gas, together with adequate ventilation, would help to avoid such explosions.

Fires and explosions from inflammable liquids totalled 478. Twenty-five explosions, involving the death of four people and injury to 35, occurred when heat was applied to vessels for purposes of repair or dismantling before the vessels had been satisfactorily cleared of the inflammable substance they contained. The Report warns that a vessel which has contained an inflammable liquid cannot be regarded as safe unless it has been completely drained and steamed out until the distillate is free from inflammable liquid.

A disastrous explosion in which 12 persons were killed and 29 injured occurred as a result of an escape of petrol from a process vessel. A leak developed and the escaping petrol spread throughout the building. A method of restricting spread of highly inflammable liquids escaping from containers is advocated by the Factories Department. Floors of rooms housing such containers should be constructed so as to be impermeable and sills provided at openings such as doorways of sufficient height to prevent the outflow of the liquid from the room.

Inflammable and explosive solids and dusts accounted for 484 "dangerous occurrences." There were 23 dust explosions notified during the year; one of them, caused by the ignition of malt dust during grinding operations in a distillery, was catastrophic. The Report describes this in detail.

The ignition may have occurred in the mill or at the top of the bucket elevator carrying the ground material, where a bucket was found to have come off the chain and jammed in the spout. An explosion inside the plant bulged the bolted and riveted metal sheet of the elevator, forced open the inspection doors from which blast and flame were emitted, and thus broke out from the plant into the mill building. Thereafter the explosion took a violent course. It blew up and ignited a cloud of dust outside the plant

and a secondary explosion filled the building. Part of the roof was blown off, the upper ten feet of the outside brick wall was blown down, windows were shattered and a door was blown off. One very fortunate feature of this explosion (a most unusual one for an explosion of this type) was that no one was in the mill building at the time, and in consequence no one was killed or even injured by the flame and blast. Generally an explosion that breaks out of the plant and spreads through the building causes many injuries.

The Departments' experimental work at Buxton on explosion reliefs described in previous Reports is being continued.

Industrial Diseases

The section of the Report dealing with industrial diseases contains a table giving comparative figures for the years 1945 to 1948 and some earlier years. Forty-nine cases of lead poisoning occurred in 1948, with two deaths. In 1900 there were 1,058 cases and 38 deaths. Cases of compressed air illness have occurred infrequently in recent years, but there were 28 cases in 1948. Twenty-two cases occurred in driving a tunnel in London. A new code to safeguard the health of persons who work in compressed air is under discussion.

The Pottery (Health) Special Regulations, 1947 (L.G., 1947, p. 1752) sought to control the two main health risks in the pottery industry, the risk of lead poisoning arising from the use of dangerous lead compounds for glazing the ware, and the risk of silicosis arising from the use of flint mixed in the earthenware body or for polishing or other purposes. This part of the Regulations became operative in 1948, prohibiting the use of lead glazes except those of low solubility, and the use of powdered flint (or quartz) for bedding, polishing, as a sagger wash or as a separating or dusting powder, and, finally, prohibiting the introduction (except under very special circumstances) of dry powdered flint (or quartz) into any pottery factory. The transition to use of low solubility glazes had been a gradual process, and there was little difficulty in achieving compliance. The Regulations allowed the glazed tile works until October, 1949 to make the transition, and it was expected that they would be able to effect compliance in good time. Except where flint is used as an actual constituent of the ware, its use has now completely ceased throughout the country, having been replaced by alumina. Where flint is used in the mixing of ware it is now generally used in "slop" or paste form, and only in a few special cases is the use of dry flint permitted, with proper safeguards.

Improvement of Premises

Repairs and redecoration have gone on apace during the year, but high costs have caused many small firms to lag behind the general standard. Post-war developments in industrial lighting have played a part in stimulating the desire to redecorate, as good lighting "discloses dirt to a disturbing degree." As regards development in lighting, the Report states that "there is some ebb and flow in the popularity of the fluorescent method but no sign of real change." Resurfacing of floors is again being undertaken, but it is still not uncommon to find floors of earth, of rubber, and of bricks, with deep crevices which cannot effectively be cleaned.

Progress in the use of colour in factories continued throughout the year. The most popular colour scheme seems to be cream and green, and one Inspector remarked that it was to be hoped this combination would not become too much of a standard substitute for whitewashing. Cool colour schemes used in workrooms where hot processes are carried on have proved popular. The high standards of cleanliness necessary to maintain maximum effectiveness of colour schemes are not easy to attain. The best examples of the use and maintenance of colour are to be found in the engine rooms of the older Lancashire and Yorkshire cotton and woollen mills "where the care and attention of two or three generations of engineers have resulted in shining woodwork, polished metalwork and gleaming and spotless paintwork."

The Chief Inspector also commends the way in which some firms surround their works with gardens, and describes one example where a small area of ground within the precincts of a factory in an urban area has been put to good use.

The factory consists of a medium size concrete building, standing in a large yard against a background of a high railway embankment and a long arched railway bridge, and all round it lies badly blitzed property and the rather mean streets of the poorer parts of the metropolis. On one side of the yard giving access to the works is laid out a very beautiful small garden, full of seasonal flowers, with green houses and a good sized very green lawn with seats.

Progress in the provision of washing facilities is reported, but much remains to be done. Warm water is frequently not provided. Improvement of facilities in industries hitherto backward has been noted, as for instance at ship-building yards, docks and at some railway establishments. Some progress was made towards providing suitable cloakroom accommodation, particularly in new factories or

in trades, such as foundries, which have been under special survey, but lack of space still prevents many firms from providing good accommodation.

The 1948 amendment to the Factories Act extends the seating requirement to cover all employed persons, but this section does not come into force until October, 1950. The Act requires that, "where a substantial proportion of any work can be done sitting, there shall be provided and maintained, for any employed person doing that work, a seat of a design, construction and dimensions suitable for him and the work, together with a foot-rest on which he can readily and comfortably support his feet if he cannot do so without a foot-rest." The mere purchase of some sort of seats will not represent compliance, and Inspectors are of the opinion that much attention will have to be given to the problems raised, and are encouraging firms to start surveys and consultations.

Many new canteens were opened during the year, particularly in the textile, boot and shoe, hosiery and laundry trades, and very few were closed. "It appears to be more and more accepted by employers that it is necessary to have a canteen in order to attract workers," the Chief Inspector concludes. At the end of the year 4,835 factories employing over 250 persons had hot meal canteens. Satisfactory kitchen hygiene has not yet been generally achieved, but progress has been noted in many canteens in improvements to premises, equipment and staff training.

Hours of Employment

The average length of the normal working week remained at 44 to 45 hours spread over 5 days for the great majority of industries, but there were some new tendencies in the pattern of daily hours arrangements. Women, particularly in the North, often demand that overtime be concentrated into two relatively long days rather than spread more evenly over the week. Employers are accordingly finding some difficulty in meeting the legal requirements of the Factories Act in regard to the "spread out" of overtime. The five-day week is now almost universal, and if extra hours have to be worked at pressure periods it is almost impossible to persuade workers to do them on Saturday morning. Women would prefer to work on Sunday. Employers and workers alike are expressing dissatisfaction with the restrictions which the Acts impose on the hours of adult women, in particular the bar on night work and Sunday work. The number of cases of illegal employment was somewhat higher than in 1947, and mostly the workers con-

cerned were women and were usually acquiescent. Export industries tended to use up their legal allowance of overtime, and overtime, within the meaning of that term in the Factories Act, increased slightly over 1947.

Enforcement

Charges laid during the year under the Act totalled 891 against 565 firms or persons. These resulted in 737 convictions, 104 charges withdrawn and 50 dismissed. Failure to comply with safety regulations accounted for 490 charges. Total fines imposed amounted to £7,886.

The total number of Inspectors on the staff at the end of the year was 328. This included 48 new Inspectors who were in training for the most part of their time during the year. As the authorized staff at the end of the year was 378, 50 vacancies remained unfilled. A further competition was held at the end of the year but of 369 candidates only 18 were found suitable and offered appointments. A change in organization took place November 1 when the Personnel Management Branch was transferred from the Factories Department to the Industrial Relations Department of the Ministry.

INTERNATIONAL LABOUR ORGANIZATION

ILO Director-General Offers Proposals on Labour Productivity

Stressing the contribution that higher living standards can make towards world peace, the Director-General of the ILO, David A. Morse, has invited delegates to the 1950 International Labour Conference to discuss the question of labour productivity.

A major section of the Annual Report of the Director-General of the ILO has this year been devoted to the subject of labour productivity.

Mr. Morse has proposed a world-wide sharing of techniques to increase productivity, calling attention to the contribution such a program might make toward reducing the risk of war. He has invited the worker, employer and government delegates to the forthcoming International Labour Conference to give this subject special consideration during the course of the debate which will take place on his Report. (The Conference will open its 33rd Session at Geneva on June 7. Canada is among the 60 ILO member countries which are expected to participate.)

Mr. Morse declared that higher living standards resulting from greater productivity were needed in the highly-industrialized countries as well as in the world's less developed regions.

"It is broadly true," he stated, "that only if the average man produces more wealth can he enjoy a substantially higher standard of living."

However, "to say that the average man must produce more wealth is not the same thing as to say that he must work harder," according to Mr. Morse.

"Harder and more regular work may be—and often is—one of the things that is required; but in very many jobs a worker's output depends more upon tools, methods of operation, managerial performance, plant morale and operating conditions than upon his own personal application.

"Nor does higher productivity mean increased production at any cost. Higher productivity means, in the most general terms, an increase in the ratio of the output of wealth (goods and services) to the corresponding input of labour—an increase in the production of wealth per unit of labour."

Fair Distribution of Fruits of Labour

"I know that measures aimed merely at increasing production may mean little to those who labour throughout the world, and may even in some countries arouse their active and legitimate suspicions unless these measures are closely linked to efforts to ensure the fair distribution of their fruits," Mr. Morse continued.

"They must also be continually balanced and harmonized with the ultimate goal of full employment in an expanding economy.

"However, those considerations, fundamental as they may be, must not blind us to the basic need for increased productivity. Certainly increased production is the need of the teeming half-starved millions of people who constitute the vast majority of the people of the world."

Warning that poverty, disease and other miserable conditions no longer can be hidden from view, Mr. Morse declared:—

"The rapid improvement of these conditions is essential to the elimination of international strains, to the easing of international tension, and to the promotion of world peace.

"I cannot see how the leaders of nations and public opinion can be at peace with their conscience or their deepest convictions if they do not wholeheartedly accept and vigorously pursue this policy."

Mr. Morse urged that the ILO continue to keep "its forums free of political opportunism and digression, and its eyes on its main constitutional and humanitarian mission." He said:—

"Nineteen-fifty has brought no real improvement in the world political scene. . . . The world constituency of little people are in a state of bewilderment and apprehension and look with fervent hope to statesmen for formulae of peace."

Mr. Morse, who has visited 20 countries in recent months, said:—

"I find that people everywhere feel that they are on a careening toboggan going down hill at breakneck speed.

"It is for the ILO, which has always inspired the best in member States, to make an extraordinary effort at this stage of world history so that we may continue to maintain an atmosphere conducive to building the broad new highways which will enable the world to avoid what may otherwise be a catastrophic crash."

Six Points Related to Increased Productivity

He suggested in his report that the delegates discuss, among others, the following points related to higher earnings and increased productivity of labour:

1. *Migration.* "It is widely recognized that migration and technical training go hand in hand."

2. *Foreign investment.* "International movements of capital may serve, in some measure, as alternatives to international movements of population."

3. *Vocational guidance.* "Recorded experiences have shown increases from 10 to over 40 per cent in productivity as a result of selection of workers."

4. *Two shifts a day.* "If night work is ruled out, it might still often help efficiency if two shifts of eight or perhaps seven hours were introduced."

5. *Trade barriers.* "Freer trade between the different European countries should give European producers access to wider markets, would encourage greater specialization, and would be an important means of promoting greater productivity."

6. *Health and general education.* "The capacity of workers is often impaired by low standards of health and nutrition, of general education and of technical training."

Mr. Morse expressed hope that the work of the ILO Conference of Labour Statisticians would "lead to international agreement on the methods by which labour productivity can best be measured."

Need for Studies

He suggested various studies which the ILO technical services were best equipped to undertake on an international basis, including the following:—

1. A factual and analytical study of factors affecting the productivity of labour in under-developed countries.

2. A study of possible ways and means of extending systems of payment by results.

3. An examination of the scientific basis of methods of work simplification based on time and motion studies, and their effects on output.

4. A study of the conditions for and advantages of greater standardization of production.

5. A study of ways of organizing double shifts and their advantages and disadvantages.

6. A study of ways and means of promoting the rapid spread of improvements in techniques of production and management.

Mr. Morse said:—

"If economic welfare requires that productivity-raising changes in production and managerial techniques should not be resisted, it requires also that they should be introduced in such a way as to involve a minimum of hardship for individuals. This, too, might form the subject of a comprehensive study."

Problem of Raising Standards in Less Developed Countries

Mr. Morse's conclusions included the following:—

"The possibilities of large-scale emigration from the Asiatic countries are limited by the limited demand in other countries for unskilled labour, and by the difficulties of assimilating large numbers of immigrants with foreign culture and low standards of living. It may be, nevertheless, that this is a problem to which the world will have to give more thought in years to come.

"More hopeful are the possibilities of relieving the pressure of population in such countries as Italy and the Netherlands by

promoting emigration to countries which are short of skilled labour—notably perhaps to the countries of Latin America.”

He said that a vigorous public health policy in the less developed regions resulting in a falling death rate “will probably not favour productivity where the population already presses heavily on the means of subsistence” but “this is no reason for failing to save human lives which could be saved.”

“It means, however,” he added “that measures to improve public health in such countries must be accompanied by measures to raise productivity even more rapidly than population increases.” He continued:—

“Productivity may, of course, be impaired not only by shortages of fixed capital equipment but also by shortages of working capital—materials and fuel. Abnormal shortages of this character have been a serious handicap to industry in many countries since the war.

“Changes in the habits and attitudes of private savers and improvements in the machinery for directing savings into productive investment are very desirable in poor countries.

“Government financing of development schemes may, within limits, impose collective saving on the community. Government financing of itself, however, affords no way out of the basic dilemma that a larger proportion of resources directed to capital formation means a smaller proportion of resources to provide for current needs.

“It seems probable that many of the world’s poorest territories will be condemned to a vicious cycle of lasting poverty unless large amounts of capital can be made available to them from abroad.

“The dearth of soundly conceived development schemes ready for financing is often a more serious limitation than lack of capital.

Productivity and Full Employment Policy

“In some respects full employment, and above all an expectation of a continuance of full employment, tends to increase productivity”, Mr. Morse continued.

“First, it eliminates the waste of unwanted idleness.

“Secondly, in so far as continued full employment eliminates cyclical fluctuations in demand, it makes possible the maintenance of a relatively steady rate of output.

“Thirdly, fear of unemployment in the past has been the fertile source and justification of resistance to technical change and of restrictions on output, open or covert.

“A full employment policy may need to be accompanied by measures to ensure that practices which impede the effective use of incentives, and inhibit ready response to incentives, are discontinued.

“Even more important, perhaps, the effects of full employment on productivity will depend largely upon how far workers and their leaders are able to substitute self-discipline and a sense of responsibility for the discipline of fear.

“Efficient management has much to contribute to the growth of productivity.”

Mr. Morse warned:—

“A united determination to increase productivity can be created and maintained only through the fullest understanding by employers and workers of each others’ points of view; it can be carried into effect only by the closest co-operation between them.

“To the extent that greater productivity leads to lower prices, the advantages it brings are shared among all members of the community.”

ILO Governing Body Approves Nominations to Commission on Trade Union Rights

Seven of the nine members who will form the ILO’s new Fact-Finding and Conciliation Commission on Freedom of Association were appointed by the Governing Body in March.

Previous issues of the LABOUR GAZETTE have described the proposals for establishing an international commission to consider alleged infringements of trade union rights.

Plans for such a commission were approved by the Governing Body of the

ILO during January (L.G., March, 1950, p. 317). The commission is to be “essentially a fact-finding body,” but it is also authorized to discuss complaints with the governments concerned “with a view to securing the adjustment of difficulties by agreement.”

Complaints are to be referred to the Commission through the ILO Governing Body. However it was considered that the Commission should also have power to consider complaints involving countries which are not members of the ILO. This problem was studied by the Economic and Social Council of the United Nations during February, and a procedure was agreed to. It was further decided that the Commission, although established by the ILO, could also act on behalf of the United Nations.

The Canadian spokesman during the discussion of trade union rights at the Economic and Social Council was Dr. George Davidson, Deputy Minister of Welfare. Dr. Davidson praised the progress made by the ILO towards establishing the Commission, and spoke of the genuine concern of governments that effective machinery be devised for hearing under competent and responsible international auspices alleged grievances in respect of violation of trade union rights. Dr. Davidson also took an active part in the discussions as to the procedures that were to apply to the Commission's work.

Members of Commission Named

During March, the ILO Governing Body held its 111th Session, and in the course of this meeting seven of the nine members who will form the Fact-Finding and Conciliation Commission on Freedom of Association were named.

The members are:—

Carl V. Bramsnaes, Governor of the National Bank of Denmark;

Mahmoud Hassan Pasha, former Egyptian Ambassador to the United States;

The Hon. Mr. Justice J. N. Majumdar, member of the All-India Industrial Tribunal;

François de Menthon, member of the French National Assembly;

Hon. Arsenio Roldan, presiding judge in the Philippines Court of Industrial Relations;

Oscar Schnake, representative of Chile in the United Nations Economic and Social Council;

The Hon. Mr. Justice Arthur Tyndall, judge of the New Zealand Court of Arbitration;

Director-General David A. Morse of the ILO informed the Governing Body that he would propose two additional names as soon as possible to complete the panel.

Procedure of Commission

The procedure that will guide the Commission's work is as follows:—

Under the Commission's terms of reference, it is open to the Governing Body to refer to the Commission for impartial examination any allegations of infringements of trade union rights which the Governing Body or the ILO's general Conference consider appropriate for investigation.

The procedure also makes provision for the United Nations to refer cases to the Commission through the Governing Body.

It is also open to any Government against which an allegation of the infringement of trade union rights is made to refer such an allegation to the Commission.

Canadian Representation at Governing Body

Canada was represented at the Governing Body meeting by Dr. Paul E. Renaud, Charge d'Affaires, Canadian Legation, Berne. Dr. Renaud acted as substitute for Dr. A. MacNamara, Deputy Minister of Labour; while Mr. J. F. MacKinnon, head of the Department of Labour office in London, England, served as alternate. The session was held at Geneva, Switzerland.

Other Decisions of Governing Body

A further important decision of the Governing Body was to establish consultative relationships with the International Confederation of Free Trade Unions (see below).

The Governing Body decided on the dates of a number of future ILO meetings, and authorized the International Labour Office to undertake various studies.

At its final sitting the Governing Body voted by 18 to 8 with one abstention to adjourn until its autumn meeting consideration of a proposal that the Governing Body, without waiting for further consideration of the question by the United Nations Economic and Social Council, establish an ILO commission to carry out an impartial enquiry into the nature and extent of forced labour. This proposal was advanced by a majority of the Governing Body's committee on relations with other international organizations. In the debate on it, favourable action was strongly urged by George Delaney of the United States, speaking on behalf of the worker members. In voting to defer action on the recommendation at this time, the Governing

Body decided that Trygve Lie, Secretary-General of the United Nations, should be requested to submit a record of the debate to the Economic and Social Council at its next meeting in July.

The Governing Body voted to recommend that the General Conference of the ILO in June approve a budget of \$5,922,515 to finance the Organization's operations in 1951.

Confederation of Free Trade Unions Wins Consultative Status

The Governing Body of the ILO decided in March to establish consultative relationships with the recently-formed International Confederation of Free Trade Unions.

The decision was approved by a vote of 29 to 1. The representative of the Czechoslovak Government voted against, and two of the 32 members were absent when the vote was taken.

The ICFTU is the fifth international organization to be accorded consultative relationships with the ILO. The others are the Inter-American Confederation of Workers, the International Co-operative

Alliance, the World Federation of Trade Unions, and the International Confederation of Christian Trade Unions.

The ICFTU has also been accorded consultative status by the Economic and Social Council of the United Nations. It was granted "Category A" status by the Council in March, thus gaining the right to submit items for the Council's agenda.

The Council took this action on the understanding that the American Federation of Labour, which had previously held "Category A" status, would withdraw, since it is a member of the Confederation.

ILO Plans to Formulate Standards of Social Security

A recent meeting in New Zealand of the Committee of Social Security Experts of the International Labour Organization had as its principal purpose to prepare the way for a revision of the 40 existing Conventions and Recommendations of the ILO which deal with social security.

The meeting brought together 17 social security administrators from 14 countries.

Canada was represented by Mr. C. A. L. Murchison, Commissioner, Unemployment Insurance Commission, Ottawa.

The report drawn up by the Committee looks to the adoption by the ILO's general Conference of a new type of social security Convention which would be within the reach of countries of slight economic and social development, but which would at the same time set objectives appropriate to countries that are more highly developed.

(The proposals contained in the report were subsequently approved by the ILO's Governing Body at its 111th session at Geneva.)

As regards the persons to be protected by social security schemes and the benefits they are to receive, the Committee's proposals provide accordingly for two distinct standards—a minimum standard and an advanced standard. On the subjects of administration and financial resources, only a single standard would be set, leaving room for wide variation in method in different countries.

The minimum standards for persons protected and for benefits would follow in general the standards set in existing ILO Conventions, but would permit some temporary exceptions for countries that are only slightly developed.

The advanced standard would be set at a high level. It would be a composite, based on what has been achieved in one branch or another of social security by a certain number of industrialized countries. No country, however, has yet attained this standard in all branches.

The method proposed for ratification of the Convention is new, and designed to encourage countries in all stages of economic development to progress in social security. A country ratifying the Convention would have to comply with the standards set by it in respect of at least three of the more important branches of social security. There would also be two superior grades of ratification, one covering the minimum standard for all branches, and the other the advanced standard in three branches. Whichever grade of ratification a country elected, it would have to report each year to the ILO on the progress it had made in any branches in respect of which it had not yet ratified.

The Convention is to be considered by the 1951 Session of the International Labour Conference.

International Labour Conventions and the Western Union Countries

The five countries which are party to the Brussels Treaty of economic, social and cultural collaboration and collective self-defence, viz., Belgium, France, Luxembourg, the Netherlands and the United Kingdom, bound themselves under the Treaty to make every effort in common, both by direct consultation and in specialized agencies, to promote the attainment of a higher standard of living by their peoples and to develop on corresponding lines the social and other related services of their countries.

To further these objectives, the Consultative Council of the Brussels Treaty Organization established a Committee of experts—the Committee on Conditions of Work and Social Policy—and gave them as their first task a study of the implications of the Conventions adopted by the International Labour Conference, as well as of means to hasten the ratification of those Conventions.

The Committee have now concluded an examination of the 90 Conventions adopted by the International Labour Conference, up to and including the 31st Session. The examination, which was conducted by representatives of the five countries familiar with the technical questions involved, was a comprehensive one extending over a series of meetings at which a detailed study was undertaken of the respective attitudes of the countries to all the Conventions and the extent to which they had given or proposed to give effect to them. The International Labour Conventions deal with matters normally enforced by legislation and, in general, fundamental to the social organization of the countries concerned. For example, the minimum age Conventions raise the whole question of the school-leaving age and the Conventions relating to the length of the working week raise the question of the method of regulation of the hours of employment.

The study undertaken by the Committee has brought clearly to light the important fact that in matters of fundamental social policy the Western Union countries have achieved a similarity of approach and a substantial measure of harmony in their attitudes towards and their implementation of the International Labour Conventions. This is not clearly shown by the simple record of ratifications, since there are cases in which ratification is hindered by technical considerations which do not affect the substantial implementation of the Convention in question.

In addition, the examination has had certain important and valuable practical results:—

(a) Each national administration has had to carry out a full and comprehensive review of its attitude towards all the International Labour Conventions adopted from the beginning. Some of these have now ceased to conform with modern conditions, but the examination has in fact resulted in the ratification of certain Conventions and expedited the consideration and ratification of others. This process is not yet complete and a further substantial number of ratifications can be expected over the next few months.

(b) In cases where particular countries have had difficulties over the interpretation or the application of particular Conventions, helpful advice has been forthcoming or offered by other Governments.

(c) The Governments have been able to exchange views, and, in some cases, to formulate a common attitude on the problem of revising Conventions which are now largely out-of-date.

(d) The representatives have been able, over a wide field, to get information on the legislation, facilities, and services existing in each other's countries. This has indicated certain fields in which more detailed studies may prove helpful and on which work has already begun.

This section covers proceedings under two federal statutes, the Industrial Relations and Disputes Investigation Act and the Conciliation and Labour Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

INDUSTRIAL RELATIONS AND CONCILIATION

Conciliation Boards in railway dispute concluded public hearings in March and submitted reports to the Minister of Labour early in April. The Canada Labour Relations Board certified the American Newspaper Guild as bargaining agent for a unit of editorial employees of The Canadian Press.

Introduction

The two Boards of Conciliation dealing with the dispute between various Canadian railways and two groups of railway labour organizations, representing the non-operating employees of the railway companies, resumed their sittings in Montreal on February 27 and held public hearings until March 10. The members of the Boards, both of which were under the Chairmanship of Hon. Mr. Justice J. O. Wilson, of Vancouver, then continued to meet in private almost daily until the early part of April, when they presented their reports to the Minister of Labour. In the case of each Board, a majority report signed by the Chairman and by the member nominated by the railway companies was submitted, while the nominee of the employees presented a minority report. (These reports will be published in full in next month's LABOUR GAZETTE.)

The majority reports were of particular interest, not only because of their forthright recommendations in respect of the demands of the labour organizations, and because under the provisions of the Industrial Relations and Disputes Investigation Act majority reports constitute the report of a Conciliation Board, but also because they emphasized the lack of genuine collective bargaining in the proceedings which the Boards were called upon to conduct and upon the formidable difficulties attending the negotiation of "mass demands" between a national group of unions and a national group of railways.

* * *

The first Board dealt with the dispute between the Canadian National Railways, Canadian Pacific Railway Company, Ontario Northland Railway and the Toronto, Hamilton and Buffalo Railway Company and fifteen standard international labour organizations, affiliated with the American Federation of Labour, over

demands for an increase of 7 cents an hour in basic rates of pay and for the establishment of a 5-day 40-hour week with the same take-home pay as for the existing work week. This Board recognized that the existing hours of work for railworkers are out of line with those generally prevailing in Canadian industry, and that the difficulty of instituting a shorter work week must not be allowed to result in an indefinite prolongation of this condition. After outlining a formula which it considered to be capable of general application, the Board recommended that the work week of the non-operating employees represented by the fifteen organizations, except hotel and water transport employees, should be reduced to 44 hours, and that such employees should be paid for those 44 hours at the rate of 106.63 per cent of their present hourly rates of pay. Recognizing that it would be necessary for the parties to conduct negotiations as to the way in which the formula should be applied generally and for the adjustment of some 86 separate collective agreements, the Board suggested August 1, 1950 as the effective date of the new work week. The Board also stated that the parties should agree on necessary modifications of existing rules to keep the cost of replacements at a minimum and to enable existing positions to be filled where possible on a five-and-a-half day basis without replacement. The Board did not recommend any change in existing provisions relating to pay for holidays when an established statutory holiday falls on an employee's assigned day off.

With regard to a large number of individual changes in collective agreements which the railways proposed, the Board expressed the view that the public interest demanded that the railways and their employees should consider most seriously such modifications of the agreements as, without working a hardship on the employees, would contribute to increased

efficiency or eliminate expense not necessary or justified. If, therefore, the parties to the dispute accepted the proposition of the Board in regard to a 44-hour week, the Board recommended that during the ensuing negotiations the proposals of the railways as to changes in the agreement should also be considered. If, on the other hand, the parties did not come to any agreement in regard to the shorter work week, then the proposals of the railways should be considered on their merits in due course by all the parties concerned.

The Board pointed out that, as the result of a direction from the Minister of Labour based on a recent decision of the Judicial Committee of the Privy Council, it had been instructed to deal with the wages and hours of work of employees in the hotels of the Canadian National Railways, but not with those of employees in the hotels of the Canadian Pacific Railway Company. In the result, labour relations affecting workers in CNR hotels are under Dominion jurisdiction, while in the CPR hotels they come under the jurisdiction of the various provinces in which they are located. The Board stated that the result, while it might be legally unavoidable, was an awkward one because of the similarity of the hotels and of the problems involved, and the identity of the unions concerned.

The Board upheld the argument of the Canadian National Railways that the wages and working conditions of hotel employees should be considered separately from those of employees engaged in actual railway work. It appeared to the Board that there was a wage differential of about 30 per cent between the average rate of pay in CNR hotels and in non-railway hotels. The Board recommended in regard to CNR hotel employees that their claim to a 7-cent per hour wage increase and to a 5-day 40-hour week be rejected. The Board went on to state that it considered that the level of wages in CNR hotels is so high that, if a 44-hour work week is to be introduced, the take-home pay of the employees should be reduced accordingly.

With regard to water transportation employees, the Board agreed with the contention of the railways that the wages and working conditions of this group had no relation to the general railway picture and ought to be considered separately, with reference being made to the wages and working conditions of other seafaring personnel rather than to railway labour conditions. It did not, therefore, make any recommendation in regard to the wages and hours of work of water transport employees.

* * *

The second Board dealt with a dispute between the Canadian National Railways, Canadian Pacific Railway Company and the Ontario Northland Railway and the Canadian Brotherhood of Railway Employees and Other Transport Workers and the Brotherhood of Express Employees over demands for a general wage increase of 10 cents per hour, the establishment of a 5-day 40-hour work week with a 20 per cent increase in wage rates, and the institution of the check-off of union dues from all employees covered by the unions' agreements, whether or not the employees are union members. The recommendations of the Board in this case were similar to those outlined above, except for a separate recommendation that the guaranteed hours of dining and sleeping car employees, which they can be required to work per month, be reduced from 240 to 224 hours per month and that they should be paid for these 224 hours per month at the rate of 106.63 per cent of their present hourly earnings. Considering the impossibility in many cases of reducing hours of dining and sleeping car employees to the standard of 224 hours per month, the Board expressed the view that penalty overtime should be payable for hours worked in excess of 448 in a 2-month period and not greater than 490 hours. A further separate recommendation was made in regard to express messengers to the effect that their hours of work and rate of pay should be the subject of negotiations between the parties with a view to giving them, so far as practicable, the same general advantage on the same general terms recommended for other employees.

The recommendation of the second Board in regard to a general wage increase and shorter work week for CNR hotel employees was the same as in the case described above.

The Board rejected the demand of the Brotherhoods for the institution of the check-off of monthly union dues from all employees covered by their agreements, stating that there were three large union groups covering railway employees and that none of these groups has, or ever has had a closed shop, union shop, check-off or any other type of restrictive agreement with the companies. Under those conditions the three union groups have thrived and cared well for their members. There was nothing to suggest that a check-off or any other form of compulsion was necessary to the continued health of these labour organizations. There was between the Canadian Brotherhoods and another group a healthy competition which must, in the opinion of the Board, result in general benefit to the employees, and which would be affected by granting a check-off to one group and not to the other.

Both Boards pointed out that in the proceedings before them there was no collective bargaining in the true sense of that phrase. There was a great deal of very effective argument, and a thorough and careful marshalling of facts. But the parties remained protagonists and never assumed the role of negotiators. There was an obvious reluctance on both sides to concede any point for the purpose of arriving at a settlement. No middle ground was even discussed before the Board. The Board was treated as a forum and did not succeed in performing its function of conciliation.

The Boards then went on to describe at some length the practical and perhaps unavoidable difficulties created by the attempt to negotiate "mass demands" between national groups of unions and national groups of railways. Mentioning that these remarks were not to be construed as a criticism of the organization of labour unions into large groups, the Board pointed out that since by the terms in which the problem is presented real negotiation and bargaining is made difficult, if not impossible, there is no elasticity to the field in which a Conciliation Board can operate, and the proceedings tend to result in a stalemate. The tendency was to resolve by Government action the stalemate created by the failure of the bargaining process.

The minority report submitted by the employees' nominee in the case affecting the standard international labour organizations recommended the granting of the equivalent of a 7-cents per hour increase, as requested, but with some adjustments in its application in order not to throw the lower wage rates out of balance, the details to be worked out by the parties at the time of negotiations upon the proposals of the companies for contract changes. The minority report also recommended the institution of the 5-day 40-hour week with 48 hours' pay and with two consecutive days off applicable to all the classes of employees concerned, effective June 1, 1950. The report further recommended that the employees of railway steamship lines and CNR hotels be included in such adjustments.

The minority report submitted by the employees' nominee in the case affecting the two national unions recommended with respect to railroad employees that no general increase of pay be granted but that the parties be encouraged to negotiate regarding the lower-paid classifications with a view to their improvement; that the 208-hour month for roadmen be granted and that all others whose contractual hours are

now 48 per week be reduced to 40 hours per week, with the same take-home pay in both cases. With regard to water transport employees, the report recommended that the railways and the unions concerned be advised to negotiate further with the object of making working conditions in respect of days off, holidays, etc., the same for all classifications among the crews. With regard to employees of the CNR hotels, the minority report recommended that the working week be reduced to 44 hours with the same weekly take-home pay. It also recommended that the request for the check-off be granted.

* * *

At its March sessions the Canada Labour Relations Board approved Reasons for Judgment in connection with the application for certification made by the American Newspaper Guild affecting editorial employees of The Canadian Press. The Reasons for Judgment incorporated a decision that a vote should be taken among the employees affected, the bargaining unit to consist of editorial employees of The Canadian Press within Canada, including office boys, but excluding the general manager, general superintendent, general news editor, chief of Ontario services, general night editor, bureau chiefs and news editors.

The vote resulted in a majority in favour of the Guild and at its next meeting on April 5 the Canada Labour Relations Board granted certification to the Guild for the bargaining unit indicated above.

At its March sittings the Canada Labour Relations Board also granted an application made by the National Catholic Brotherhood of Quebec Transport Employees, Inc., for the Board to prescribe a provision for the final settlement of differences concerning the interpretation or violation of the collective agreement between the union and the Quebec Railway, Light and Power Company. Reasons for Judgment embodying the Board's decision were adopted, and are reproduced elsewhere in this chapter of the **LABOUR GAZETTE**.

* * *

On March 28, 1950, an Order in Council was adopted amending the Rules of Procedure of the Canada Labour Relations Board by the granting of authority to issue a summons to require any person to appear before the Board to give evidence or to produce documents in his possession relating to matters before the Board. A form of Summons was laid down. The text of the amendment is printed below.

The following statement concerns the scope and administration of the Industrial Relations and Disputes Investigation Act and the Conciliation and Labour Act.

Conciliation services under the Industrial Relations and Disputes Investigation Act and under the Conciliation and Labour Act are provided by the Minister of Labour through the Industrial Relations Branch. The Branch also acts as the administrative arm of the Canada Labour Relations Board under the former Act.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until succeeded by the Wartime Regulations in 1944.

Proceedings begun under the Wartime Regulations are continued in so far as the services involved in such proceedings are authorized under the new Act. Likewise, decisions, orders and certifications given by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the new Act.

The Act applies to industries within Dominion jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations, and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the Dominion Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of Conciliation Officers, Conciliation Boards, Industrial Inquiry Commissions, for the consideration of complaints that the Act has been violated or that a party has failed to bargain collectively, and of applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification

of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the Minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Conciliation services are also provided by the Industrial Relations Branch under the provisions of the Conciliation and Labour Act. This statute empowers the Minister of Labour to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purpose of bringing the parties together, and to appoint a conciliator or arbitrator when requested by the parties concerned.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour. From time to time, as required, a third article under this section will cover Conciliation Proceedings under the Conciliation and Labour Act.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia and Alberta; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; two officers in Montreal are assigned to the province of Quebec, and two officers resident in Fredericton and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Amendment to Rules of Procedure of the Canada Labour Relations Board

The Rules of Procedure of the Canada Labour Relations Board were published in the January, 1949 issue of the *LABOUR GAZETTE* (pp. 57-60).

At its meeting on March 15, 1950, the Board amended its Rules of Procedure by adding thereto a new section relating to the issuance of summonses to persons required to appear before the Board. In accordance with the provisions of Section 60 of the Industrial Relations and Disputes Investigation Act, the amendment was approved by the Governor General in

Council on March 28, 1950 (Order in Council P.C. 1547) and went into effect upon publication in the April 12, 1950, edition of the *Canada Gazette*.

The text of the new section added to the Rules of Procedure is as follows:—

18. A summons to require any person to appear before the Board to give evidence or to give evidence and bring with him any documents in his possession or under his control in the form attached to these Rules, varied to suit the case, shall be deemed good and sufficient for that purpose and may be given by the Chairman or the Chief

Executive Officer, and service thereof may be effected by personal service on the person to whom it is directed.

SUMMONS

Before the

CANADA LABOUR RELATIONS BOARD

To:

In the matter of the Industrial Relations and Disputes Investigation Act and of.....

..... affecting

..... (Applicant)

and

..... (Respondent)

and

..... (Intervener)

Whereas it has been made to appear that you are likely to give material evidence respecting the above-cited matter, you are

hereby summoned and required to appear before the Canada Labour Relations Board at a hearing to be held at in the City of on the day of 19...., at the hour of in the noon, and so from day to day until the matter is heard, to give evidence touching the matter in question (and to bring with you at the time and place aforesaid and produce before the said Board and any other books, papers or documents in your custody or under your control in any way relating to the said matter).

Given under my hand this..... day of, 19....

.....

(Name and title of signing officer)

Canada Labour Relations Board.

Certification and Other Proceedings Before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during the month of March. The Board issued 7 certificates designating bargaining agents, rejected 6 applications for certification, ordered 2 representation votes, and granted one application for the prescription of a provision for the final settlement of all differences concerning the meaning or violation of a collective agreement. During the month the Board received 10 applications for certification.

Applications for Certification Granted

1. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, for a unit of employees of the Canadian Pacific Railway Company employed in the office of Auditor of Passenger Receipts, Windsor Street Station, Montreal (L.G., Feb., 1950, p. 509).

2. The Brotherhood of Locomotive Firemen and Enginemen, for a unit of employees of the Dominion Atlantic Railway, Kentville, N.S., comprising locomotive firemen, locomotive firemen's helpers, hostlers, and hostlers' helpers (L.G., April, 1950, p. 509).

3. The National Catholic Longshoremen's Syndicate of Sorel, Inc., for a unit of longshoremen employed by Empire Stevedoring Company Limited at Sorel, P.Q. (L.G., April, 1950, p. 509).

4. The National Catholic Longshoremen's Syndicate of Sorel, Inc., for a unit of longshoremen employed by North-American Elevators Limited at Sorel, P.Q. (L.G., April, 1950, p. 509).

5. The National Catholic Longshoremen's Syndicate of Sorel, Inc., for a unit of long-

shoremen employed by Sorel Dock and Stevedoring Company Limited at Sorel, P.Q. (L.G., April, 1950, p. 509).

6. The National Catholic Longshoremen's Syndicate of Sorel, Inc., for a unit of longshoremen employed by J. C. A. Turcotte at Sorel, P.Q. (L.G., April, 1950, p. 509).

7. The National Catholic Longshoremen's Syndicate of Sorel, Inc., for a unit of longshoremen employed by Wolfe Stevedores Limited at Sorel, P.Q. (L.G., April, 1950, p. 509).

Applications for Certification Rejected

1. The West Coast Seamen's Union (Canada) and Vancouver Barge Transportation Limited, Vancouver, B.C. (L.G., April, 1950, p. 509). The application was rejected for the reason that there was no satisfactory evidence that the applicant had the status of a trade union within the meaning of Section 2 (1) (r) of the Industrial Relations and Disputes Investigation Act.

2. The National Catholic Longshoremen's Syndicate of Sorel, Inc., and Brown and Ryan Limited (L.G., April, 1950, p. 509). The application was rejected for the reason that the respondent company was not an employer of longshoremen at Sorel during the 1949 navigation season.

3. The National Catholic Longshoremen's Syndicate of Sorel, Inc., and Eastern Canada Stevedoring Company Limited (L.G., April, 1950, p. 509). The application was rejected for the reason that the respondent company was not an employer of longshoremen at Sorel during the 1949 navigation season.

4. The National Catholic Longshoremen's Syndicate of Sorel, Inc., and J. C. Malone and Company Limited (L.G., April, 1950, p. 509). The application was rejected for the reason that the respondent company was not an employer of longshoremen at Sorel during the 1949 navigation season.

5. The National Catholic Longshoremen's Syndicate of Sorel, Inc., and The Montreal and Saint John Stevedore Company Limited (L.G., April, 1950, p. 509). The application was rejected for the reason that the respondent company was not an employer of longshoremen at Sorel during the 1949 navigation season.

6. The National Catholic Longshoremen's Syndicate of Sorel, Inc., and the Economic Stevedoring Corporation of Montreal, Limited (L.G., April, 1950, p. 509). The application was rejected for the reason that the respondent company was not an employer of longshoremen at Sorel during the 1949 navigation season.

Representation Vote Ordered

1. The American Newspaper Guild and the Canadian Press (L.G., March, 1950, p. 339). Following an investigation of the application and a public hearing of the parties concerned, the Board ordered a representation vote of the employees affected (see Reasons for Judgment below) (Returning Officer: H. Perkins).

2. The Brotherhood of Locomotive Firemen and Enginemen and the Dominion Atlantic Railway, Kentville, N.S. (L.G., April, 1950, p. 509). Following an investigation of the application and a public hearing of the parties concerned, the Board ordered a representation vote of the employees affected (Returning Officer: H. R. Pettigrove).

Applications for Certification Received

1. Lodge 1040, Brotherhood of Railroad Trainmen, on behalf of yardmasters and assistant yardmasters employed by the National Harbours Board at Vancouver (Investigating Officer: G. R. Currie).

2. The Brotherhood of Railroad Trainmen, on behalf of conductors employed in the train and yard service of the Quebec Central Railway Company, Sherbrooke, P.Q. (Investigating Officer: R. Trépanier).

3. Local 106, Transport Drivers, Warehousemen and Helpers' Union, on behalf of

chauffeurs, chauffers' helpers, dockmen, and checkers employed by Carwil Transport Limited, Montreal (Investigating Officer: R. Trépanier).

4. The Flin Flon Transportation Workers' Federal Union No. 272, on behalf of employees of Northern Bus Lines Limited, Flin Flon, Man. (Investigating Officer: R. H. Hooper).

5. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of second stewards employed by the Canadian Pacific Railway Company (British Columbia Coast Steamship Service) (Investigating Officer: D. S. Tysoe).

6. Local No. 1598, International Brotherhood of Electrical Workers, on behalf of employees of the Hudson Bay Mining and Smelting Company, Limited, Flin Flon, Man., employed in the operation of rolling stock on out-of-doors railways (Investigating Officer: J. S. Gunn).

7. The Order of Railway Conductors, on behalf of train conductors employed by the Quebec Central Railway Company, Sherbrooke, P.Q. (Investigating Officer: R. Trépanier).

8. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of employees of the Canadian Pacific Railway Company employed in the Office of the Auditor of Agencies, Windsor Street Station, Montreal (Investigating Officer: L. Pepin).

9. The Canadian Brotherhood of Seamen, on behalf of unlicensed personnel employed by the Western Union Telegraph Company on board the c.s. *Lord Kelvin* and the c.s. *Cyrus Field* operating out of Halifax, N.S. (Investigating Officer: H. R. Pettigrove).

10. The American Newspaper Guild, on behalf of editorial employees of Press News Limited employed in Canada (Investigating Officer: R. L. O'Neill).

Application under Section 19 Granted

The Board granted an application, submitted by the National Catholic Brotherhood of Quebec Transport Employees, Inc., for the prescription of a provision for the final settlement of all differences concerning the meaning or violation of the collective agreement between the Brotherhood and the Quebec Railway, Light & Power Company, Quebec, P.Q. (L.G., March, 1950, p. 339. See also Reasons for Judgment below).

REASONS FOR JUDGMENT in dispute between

**American Newspaper Guild, with headquarters in the City of New York, U.S.A., Applicant,
and
The Canadian Press, with Head Office at Toronto, Ont.,
Respondent.**

This is an application made under the Industrial Relations and Disputes Investigation Act for the certification of the Applicant as the bargaining agent of a unit of employees consisting of all editorial employees of the Respondent within Canada, exclusive of telegraphers, teletype operators, wire maintenance staff, accounting office employees, and stenographic employees, and excluding also the General Manager, General Superintendent, General News Editor, Chief of Ontario Service, General Night Editor, bureau chiefs and Press News General Manager. The existing payroll classifications of employees included in the bargaining unit thus described comprise: news editors, editors, junior editors, rewrite learners, staff correspondents and office boys in all offices of The Canadian Press in Canada. The Applicant also seeks to include in the bargaining unit for whom it requests certification, employees carried on the payroll of Press News Limited, a subsidiary company in which The Canadian Press is the principal shareholder. The Applicant contends that these employees are in fact employees of the Respondent.

The application is contested by the Respondent on a number of grounds.

The Canadian Press, an incorporated company, was incorporated in its present form by special Act of the Parliament of Canada passed in 1923. It is described as a co-operative, non-profit organization of Canadian daily newspapers, and is empowered under its Act of incorporation to carry on the business of a news agency in all its branches, and for that purpose to collect and gather news by cable, telegraph, telephone, wireless or any other means, and to distribute such news on a co-operative basis among and for the use of its members for publication in newspapers owned or represented by them, and is further authorized to purchase, install, lease, own and operate means for transmission of news, including telephones, telegraph instruments, wireless instruments, and other apparatus for long distance communication. In summary, the Respondent carries on a news-gathering and distribution business across Canada, and operates in connection therewith communication services across Canada.

The Board consisted of Mr. A. H. Brown, Vice-Chairman and Acting Chairman, and Messrs. W. L. Best, E. R. Complin, J. A. D'Aoust, A. Deschamps, A. J. Hills, A. R. Mosher, G. Picard and H. Taylor. The Judgment of the Board was delivered by the Vice-Chairman.

The Board is satisfied that, in view of the nature and scope of its operations, the provisions of the Industrial Relations and Disputes Investigation Act apply to the Respondent and its employees in Canada.

Press News Limited is a company incorporated under letters patent issued in 1941 under the provisions of the Dominion Companies Act. The objectives of this Company are those of a news agency, to gather and distribute news on its own account, and by exchange to obtain Canadian Press news for the purpose of serving institutions outside the Canadian Press membership. One of its principal activities is to edit and provide news for radio presentation in Canada. The Canadian Press holds all shares in Press News Limited, except qualifying shares, and according to the information furnished to the Board at the hearing, all of its directors are also directors of The Canadian Press. The Board of Directors of The Canadian Press, however, is larger than that of Press News Limited. There is evidently a very close operational relationship between the two companies, to wit: there is no physical separation between offices, there is a considerable informal interchange of duties and personnel of staff of the two organizations, maintenance employees of The Canadian Press also provide maintenance services for Press News equipment. The Applicant claims that the working conditions of the two staffs are identical. The Applicant relies on these facts, as brought out at the hearing, in support of its contention that the Board should find that employees of Press News Limited are not distinguishable from employees of The Canadian Press, and should be included in one bargaining unit with employees on The Canadian Press payroll as Canadian Press employees.

On the other hand, the Respondent, while conceding that there is a close working

relationship between the two organizations and staffs of the two organizations, nevertheless points out that the two organizations are separate corporate entities, that Press News Limited is a different type of company established to serve a different news medium, that employees of Press News Limited operate under the direction of their own General Manager, who is not an employee of Canadian Press, and are hired and paid by Press News Limited, and carried on the Press News Limited payroll, and are subject in all respects to discipline by this employer. Counsel for the Respondent refers to the provisions of subsection three of section nine of the Act, which provides that where a trade union seeks to include employees of two or more employers in a single bargaining unit, the consent of all such employers is required as condition precedent to certification. He advised the Board that the Respondent did not consent to the inclusion of its employees in a bargaining unit with employees of Press News Limited. On the facts presented to it, the Applicant has not satisfied the Board that employees of Press News Limited are employees of the Respondent. As the two employers do not agree to the inclusion of their respective employees in one bargaining unit, the Board has no authority to order such inclusion. The application, therefore, in so far as it seeks to include employees of Press News Limited in a bargaining unit with employees of The Canadian Press, is rejected.

Counsel for the Respondent, while conceding that the provisions of the Industrial Relations and Disputes Investigation Act may apply to the undertaking of the Respondent, contends that editorial staff employed by the Respondent, whom the Applicant seeks to have included in the bargaining unit, are not employees within the meaning of that Act, and in consequence its provisions do not apply to such editorial employees. In paragraph (i) of subsection one of section two of the Act, the term "employee" is defined to mean: "a person employed to do skilled or unskilled manual, clerical or technical work, but does not include

(i) a manager or superintendent, or any other person who, in the opinion of the Board, exercises management functions or is employed in a confidential capacity in matters relating to labour relations;

(ii) a member of the medical, dental, architectural, engineering or legal profession qualified to practice under the laws of a province and employed in that capacity;"

Counsel for the Respondent contends that the work of Respondent's editorial staff involves the application of a high degree of personal judgment and intelligence on the part of the individual reporter, rewrite editor or filing editor, as the case may be. He submits that these employees are not manual or clerical workers, and contends that neither can they be regarded as technical workers. His submission is supported by reference to the more restricted definition of the term "technical" contained in the Shorter Oxford English Dictionary, Second Edition, as meaning:—

"of or pertaining to the mechanical arts and applied sciences generally, as in 'technical education', 'technical school'";

and to the definition of the term "technical" contained in the National Selective Service Regulations which were enacted by the Governor General in Council under The War Measures Act and were in effect during the period of the recent war, wherein the use of the term was restricted to engineering and scientific personnel; and by reference also to the word "Industrial" appearing in the title to the Act as indicating the intent of Parliament to restrict the application of the Act to industrial workers.

While no doubt the work of editorial employees of The Canadian Press may require the exercise of discretion, intelligence and good judgment, nevertheless the Board is of opinion that the necessity for the exercise of such qualities or qualifications does not serve to distinguish such employees from other skilled occupations which call for the exercise of technical skills, nor does the exercise thereof necessarily exclude such persons from the application of the Act. In addition to the dictionary meaning quoted by Counsel for the Respondent, the Oxford English Dictionary defines the term "technical" as meaning:—

1. of a person: skilled in or practically conversant with some particular art or subject;

2. of a work: skilfully done or made;

3. belonging or relating to an art or arts: appropriate or peculiar to or characteristic of a particular art, science, profession or occupation.

The Board accepts and adopts this broader meaning of the term, rather than the more restricted meaning of the term upon which Counsel for the Respondent relies, as being more consistent with the intent of Parliament as to the application of the Act. That Parliament intended the term "employee"

to have a wider application than the interpretation which the Respondent seeks to place on the same is also borne out by the nature of the exceptions to the definition of "employee" contained in subparagraphs (i) and (ii) of paragraph (i) of subsection one of section two of the Act. It will be noted that these exceptions include members of the medical, dental, architectural, engineering and legal professions, employed in that capacity, as well as managers and superintendents and other persons who in the opinion of the Board exercise management functions or are employed in a confidential capacity in matters relating to labour relations.

These exceptions cover a wide range of occupations and skilled employment, involving not only the application of purely mechanical skills, but also the exercise of higher skills, and of judgment, discretion and intellect in the performance of work not less exacting than that required of its editorial employees by the Respondent. Had it been the intent of Parliament to also exclude persons in journalistic occupations, such as news editorial personnel, one would have thought that, in view of the nature of the other exclusions, the same legislative pattern would have been followed, namely by specific reference thereto.

The Board finds, accordingly, that editorial employees of the Respondent are, subject to exceptions based upon the performance of managerial and confidential duties, employees for the purposes of the Act.

In its submission, Respondent points out that in its operations it services Canadian newspapers of every political faith, who expect from it accurate and unbiased reports. It submits that, in the interests of maintaining an unbiased national news service, the actions and loyalties of its editorial staff should not be subject to external influences "beyond the control of those responsible for the impartiality and conduct of its news service". To summarize the Respondent's further argument on this point, Respondent claims that the policies of the Applicant union originate in and its controls are exercised from the union headquarters in the United States, and contends that in view of this outside influence and in view of the extension of activities of unions in the field of politics in recent years, there is grave danger that recognition of the Applicant as the bargaining agent for Respondent's editorial staff would in the result operate to destroy the unbiased nature of Respondent's news service which is essential to its continued effective operation.

The Board does not consider this contention to be pertinent to the merits of

the application or its disposition. In view, however, of the apparent weight given to this feature in the Respondent's submission, it seems advisable to deal with it.

Parliament has provided the answer to this contention of Respondent in the provisions of the Industrial Relations and Disputes Investigation Act. Section three of the Act reads:—

3. (1) Every employee has the right to be a member of a trade union and to participate in the activities thereof.

(2) Every employer has the right to be a member of an employers' organization and to participate in the activities thereof.

The subsequent provisions of the Act protecting the rights of employees and employers to organize, for recognition by the employer of the trade union representing the majority of his employees in a bargaining unit as the bargaining agent of employees in such unit and so on, are based upon and follow from this statement of the right of an employee to belong to the union of his choice, and of an employer to belong to an employers' organization of his choice.

Parliament has, in the definition of the term "employee", also taken cognizance of the possibilities of conflict of interest in the case of an employee arising out of the necessity of discharging his duties to his employer on the one hand and his obligations to his union on the other hand. It was the apparent intent to take care of the cases where such conflict or incompatibility of interests might normally be expected to arise, by excepting from the provisions of the Act "a manager, superintendent or any other person who, in the opinion of the Board, exercises management functions or is employed in a confidential capacity in matters relating to labour relations".

The Board wishes to make it clear that employees of the Respondent to whom the Act applies are by the Act accorded the right to belong to a union of their choice, to participate in the activities thereof, and to organize for collective bargaining purposes without interference or pressure by their employer.

Turning now to the consideration of the appropriateness of the proposed bargaining unit, it will be observed that, taking into account both the general description of the unit as defined by the Applicant and the exclusions therefrom proposed by the Applicant, the unit consists of news editors, editors, junior editors, learners, office boys and staff correspondents.

Respondent contends that office boys should not be included in the unit because, while office boys work closely with editorial

staff, their principal and primary duties are to take and deliver news copy. Respondent says that this work is in effect of the same nature as, and is an extension of, the work of the operating-mechanical staff group of Respondent's employees who operate telegraphic, teletype and other communications services utilized by the Respondent in its operations. It is also pointed out that the General Traffic Chief who is head of the mechanical staff division of the Respondent is responsible for the hiring, discharge, discipline and general direction of office boy staff attached to the Toronto office and in other offices his advice has guided the terms of hiring and duties of office boy staff. On the other hand, Applicant points out that, in practice, office boys have been afforded the opportunity to move up into editorial staff ranks as learners, and that many of the present editorial staff have been recruited from this source. The Board was advised at the hearing that, while there is no bar to doing so, very few, if any, office boy staff have been recruited for or promoted to mechanical staff classifications. The operating-mechanical staff include the classifications of operator and mechanic.

As it appears to the Board, there are reasonable grounds for inclusion of office boys in either the editorial staff unit or the operating-mechanical staff unit. The Board regards it as significant that the existing collective agreement between Respondent and the Commercial Telegraphers' Union covering operating staff does not cover office boy staff.

In the circumstances, in view of the close working relationship of office boy staff with editorial staff, and as it appears that the line of advancement of office boy staff who remain in the employ of the Respondent is within the editorial group, the Board is of opinion that the classification of office boy is appropriate for inclusion in the bargaining unit.

The Board finds the appropriate unit in this case to be one consisting of all editorial employees of the Respondent within Canada, including office boys, but excluding the General Manager, General Superintendent, General News Editor, Chief of Ontario Services, General Night Editor, bureau chiefs and news editors. In doing so, the Board gives effect to the contention of the Respondent that news editors should be excluded from the unit on account of the nature and extent of their supervisory duties. The unit as thus found to be appropriate does not include telegraphers, teletype operators, wire maintenance staff, accounting office employees, or stenographic employees.

Counsel for Respondent drew attention to the provisions of Article IV, section one, of the constitution of the Applicant organization, which provides that the membership of the Guild shall function through local guilds, and to the fact that the present application is for certification of the parent Guild, not a local. He also drew attention to Article X, section eight, of the constitution, which provides that applications for membership in the Guild shall be submitted to the designated agency of the shop unit where the Applicant is employed, and to the provision therein to the effect that an applicant for membership shall not become a member of the Guild until the local or its executive committee or other governing body shall have approved the application in respect of eligibility. Counsel contended that, in view of there being locals of the Guild in existence in Toronto and Ottawa, employees of the Respondent in these areas at least, could not be regarded as members in good standing of the Guild unless their applications had been approved by such locals.

Mr. Cressey, an International Representative of the Applicant, in his evidence stated that the existing locals in Toronto and Ottawa had by resolution of their governing bodies waived jurisdiction over those Canadian Press employees enrolled in the Guild in their particular areas, and that Canadian Press employees who have made application for membership in the Guild and paid the necessary fees have been accepted by the headquarters of the parent Guild and enrolled as members at large of the Guild. There has not been brought to the attention of the Board any provision in the constitution giving authority for such waiver of the provisions of the constitution. It may be that this would be regarded as a matter requiring ratification at the union convention. The International Representative also stated that it is proposed to issue a charter for a local comprising employees of The Canadian Press across Canada, but this has not yet been done.

The Board observes that, under the provisions of the Guild constitution as furnished to the Board, Article XVIII, section five, provides that the power and duty to bargain collectively for members of the Guild who are employees of press associations of national scope shall rest exclusively with the International Executive Board, but no agreement shall be signed unless ratified by the employees. It would appear to follow therefrom that, unless other provision is approved by the convention of the Guild, the bargaining agent of the proposed

unit of Canadian Press employees must be in any event the parent Guild, which is the Applicant in the present case.

The Board is of opinion that, as there is some uncertainty or confusion as to the effect of the procedure followed in this case in the light of the provisions of the union constitution, a vote should be taken of employees in the unit defined by the Board, under the direction of the Chief Executive Officer of this Board, and does so order. The Chief Executive Officer will settle the list of those eligible to vote after consultation with representatives of the parties, will make the necessary arrangements for the taking of the vote, and will report back to the Board the results thereof in the usual manner.

(Sgd.) A. H. BROWN,
Vice-Chairman
and Acting Chairman
for the Board.

J. H. OSLER, Esq.,
M. W. WRIGHT, Esq.,
J. H. MITCHELL, Esq.,
C. E. CRESSEY, Esq.,
J. KING, Esq.,

for the Applicant.

J. J. ROBINETTE, Esq., K.C.,

GILLIS PURCELL, Esq.,

for the Respondent.

Dated at Ottawa, March 16, 1950.

Dissenting Opinion

We dissent with respect to the inclusion of office boys in the bargaining unit.

(Sgd.) H. TAYLOR,

Member.

A. DESCHAMPS,

Member.

E. R. COMPLIN,

Member.

A. J. HILLS,

Member.

REASONS FOR JUDGMENT in dispute between

La Fraternité Nationale et Catholique des Employés de Transport de Québec Incorporée, Applicant,
and
The Quebec Railway, Light and Power Company, Respondent.

The Applicant and Respondent are parties to a collective agreement which by its terms is expressed to run for a period from June 1, 1949, to May 31, 1950, inclusive.

The applicant alleges that this agreement does not contain, as is required by subsection one of section nineteen of the Industrial Relations and Disputes Investigation Act, a provision for final settlement without stoppage of work, by arbitration or otherwise, of all differences between the parties to or persons bound by the agreement or on whose behalf it was entered into concerning its meaning or violation.

The Applicant further alleges that, arising out of the dismissal of certain employees of the Respondent, there are differences between the parties to the agreement concerning its meaning and alleged violation which have not been disposed of and are still pending.

The Applicant accordingly makes application to this Board under the provisions of subsection two of section nineteen of the Act, requesting the Board to prescribe a provision for final settlement, by arbitration or otherwise, of all differences between the parties to or persons bound by the agreement, or on whose behalf it was entered into concerning its meaning or violation.

The existing grievance procedure provisions of the collective agreement, which is in the French language, are contained in

The Board consisted of Mr. A. H. Brown, Vice-Chairman and Acting Chairman, and Messrs. W. L. Best, E. R. Complin, J. A. D'Aoust, A. Deschamps, A. J. Hills, A. R. Mosher, G. Picard and H. Taylor. The Judgment of the Board was delivered by the Vice-Chairman.

Clause VIII thereof, and in the English translation read as follows:—

CLAUSE VIII

Relations Committee

A Relations Committee shall be set up to consider any complaint concerning the violation of the present agreement or any part thereof, as well as any injustice or dispute which may have been brought to its knowledge.

This committee shall be made up of two representatives of the Brotherhood, preferably with at least five (5) years' service in the transport division as bus drivers or conductors, and two representatives of the Company.

This committee shall meet about once a month or within twenty-four (24) hours following any serious dispute.

Grievance Procedure

If an employee governed by this agreement believes that he has been unfairly

treated, or that part of the agreement has been violated, he shall lodge a complaint with the representatives of the Relations Committee, who shall consider the case with the assistant superintendent.

Failing to reach agreement within a reasonable length of time, the Committee shall be entitled to appeal to the superintendent, who shall institute an inquiry within forty-eight (48) hours following the appeal. If the results are still unsatisfactory, the Committee may discuss the matter with the general superintendent and then with the general manager or with their respective representatives. Any interview with the latter must be granted within a reasonable length of time.

Every grievance which has not been settled at this stage shall be submitted to conciliation and arbitration in conformity with the law which applies, and the parties agree in advance to accept the ruling.

Inquiry

Whenever a grievance necessitates an inquiry, it is understood that the committee will receive a copy of the report.

Rehabilitation

If a grievance has been brought up following a dismissal or suspension proven unjust, it is understood that the employee will be rehabilitated and that he will draw his wages as though he had been at work.

Interview

Any interview between the officers of the Company and those of the Brotherhood to discuss problems concerning the service shall be held, in so far as possible, during regular working hours, and not more than two representatives of the Brotherhood shall receive their wages as though they had been at work. For any interview held outside of the respective working hours, not more than two representatives of the Brotherhood shall receive their wages at the current rate, i.e. without overtime and without minimum hours. The representatives of the Brotherhood shall not receive any wages for any interview of less than half an hour outside of regular working hours."

The Board has had difficulty in understanding the meaning and application of what under this Clause purports to be the provision for final settlement of differences between the parties, viz.:—

Every grievance which has not been settled at this stage shall be submitted to conciliation and arbitration in conformity with the law which applies, and the parties agree in advance to accept this ruling.

Counsel for the Respondent, who contends this provision complies with subsec-

tion one of section nineteen of the Act, stated that the meaning and intent of this provision is that the Minister of Labour would be asked to establish a Conciliation Board under the provisions of the Act to consider the unsettled grievances, and the parties to the agreement would be bound in advance to accept the findings of that Board as final and binding upon them.

The Board has reached the conclusion that this provision does not satisfy the provisions of subsection one of section nineteen of the Act. A reading of the provisions of the Act relating to the establishment of Conciliation Boards makes it clear that the decision to establish a Conciliation Board is a matter which rests wholly in the discretion of the Minister of Labour. This Board does not consider that the provision for arbitration contained in this agreement which is dependent for its operation wholly upon the exercise of a discretion vested in a person who is not a party to the agreement is a provision which complies with the Act.

It is clear from a reading of section nineteen of the Act and of the provisions of the Act relating to Conciliation Boards that the intent of Parliament in enacting the legislation was that disputes or differences relating to the meaning or alleged violations of collective agreements are matters which would not be subject to referral to Conciliation Boards established under the Act, but would be taken care of and disposed of in accordance with provisions for final settlement which the parties to the agreement would include in the agreement. It appears to the Board that the parties to the agreement in the drafting of the agreement have not fully complied with the provisions of section nineteen of the Act.

The Board finds accordingly that the collective agreement to which the Applicant and Respondent are parties does not contain a provision for final settlement of differences concerning its meaning or violation as required by subsection one of section nineteen of the Act. The Board does hereby prescribe the following provision for this purpose as a term of the collective agreement under the heading "Arbitration".

Arbitration

Any grievance which is not settled to the satisfaction of either the Brotherhood or the Company by conference or negotiation or otherwise in accordance with the provisions of this Agreement shall, upon the written request of either party, be submitted to an Arbitration Board, provided

the grievance involves the interpretation or alleged violation of any provision of this Agreement.

Grievances shall not be subject to arbitration which involve:—

- (a) Any request for a modification of this Agreement;
- (b) Any matter not covered by this Agreement;
- (c) Any matter which by the terms of this Agreement is exclusively vested in the Company.

The Arbitration Board shall be established within thirty days from the date the application for same is filed, and shall consist of three members, one of whom shall be selected by the Brotherhood and one of whom shall be selected by the Company and a Chairman selected by the two first-mentioned members of the Board. In the event of the failure of the two members of the Board so selected to agree upon the selection of a Chairman, the matter may be referred by either member to the Minister of Labour for Canada, who shall select and designate the Chairman.

In the event of any vacancy on the Board occurring by reason of death, incapacity or resignation, or for any other reason, such vacancy shall be filled in the same manner as is provided herein for the establishment in the first instance.

A statement of the dispute or question to be arbitrated shall be submitted by both parties, either jointly or separately, to all members of the Board within five days of appointment of the Chairman. The Board of Arbitration shall convene within 15 days after the appointment of the Chairman, unless otherwise mutually agreed by the parties, and render its decision as soon thereafter as possible.

The decision of the Board shall be limited to the dispute or question contained in the statement or statements submitted to it by the party or parties. The decision of the Arbitration Board shall not change, add to, vary or disregard any provision of this Agreement.

Decisions of the majority of the members of the Arbitration Board, which are made under the authority of this arbitration clause, shall be final and binding upon the Company, the Brotherhood and all persons concerned.

The expenses, if any, of the members of the Arbitration Board shall be paid as follows: The Brotherhood shall pay the fees and expenses of the member chosen by it; the Company shall pay the fees and expenses of the member chosen by it; and the fees and expenses of the Chairman shall be divided equally between the Company and the Brotherhood.

The provision so prescribed shall be in place of the provision in Article VIII of the agreement, reading in the English translation as follows:—

Every grievance which has not been settled at this stage shall be submitted to conciliation and arbitration in conformity with the law which applies, and the parties agree in advance to accept the ruling.

One other matter was raised by the Respondent in the course of the hearing on which some clarification appears desirable. Counsel for Respondent stated that the Respondent had refused to have the cases of the discharged employees handled under the grievance procedure in the agreement because in the opinion of the Respondent these discharges were for breaches of duty on the part of the employees which in their nature were matters which should be dealt with by the Courts rather than under the provisions of the grievance procedure in the agreement.

The Respondent has by the terms of the collective agreement agreed that:—

"If an employee governed by this agreement believes he has been unfairly treated . . . he shall lodge a complaint . . .", which will then be dealt with under the provisions of the grievance procedures.

There are apparently no reservations in the agreement with respect to the application of this provision.

According to the statement of the Applicant, the employees discharged believe they have been unjustly treated and have sought to invoke the provisions of the grievance procedure in accordance with the above-recited provision.

It is not the duty or function of this Board to express any opinion as to the merits of the complaints of the employees or as to whether or not the complaints are matters which are in fact subject to arbitration under the provisions of the agreement. The question as to whether or not the grievances which have given rise to this application are matters which may be arbitrated is itself subject to arbitration pursuant to the provision which has been prescribed.

(Sgd.) A. H. BROWN,
Vice-Chairman
and Acting Chairman
for the Board.

MARIUS BERGERON, Esq.,
for the Applicant.

GÉRARD LACROIX, Esq., K.C.,
H. F. BÉIQUE, Esq.,
for the Respondent.

Dated at Ottawa, March 15, 1950.

Conciliation and Other Proceedings Before the Minister of Labour

Conciliation Officers Appointed

During the month of March, the Minister of Labour appointed Conciliation Officers under Section 16 of the Industrial Relations and Disputes Investigation Act to confer with the parties in the following industrial disputes:—

1. Local No. 333, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, applicant, and the Alberta Wheat Pool, Vancouver, respondent (Conciliation Officer: G. R. Currie).

2. The Canada Coach Lines Independent Employees' Union, applicant, and Canada Coach Lines Limited, Hamilton, respondent (Conciliation Officer: F. J. Ainsborough).

3. Division Nos. 224 and 231, Canadian Brotherhood of Railway Employees and Other Transport Workers, applicant, and the National Harbours Board (employees at Halifax, N.S.), respondent (Conciliation Officer: H. R. Pettigrove).

4. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, applicant, and various terminal elevator companies at Fort William and Port Arthur, represented by the Lakehead Terminal Elevator Association, respondent (Conciliation Officer: R. H. Hooper).

5. Yellowknife District Miners' Union (Local 802, International Union of Mine, Mill and Smelter Workers), applicant, and the Consolidated Mining and Smelting Company of Canada, Limited, Trail, B.C., respondent (Conciliation Officer: G. R. Currie).

6. Yellowknife District Miners' Union (Local 802, International Union of Mine, Mill and Smelter Workers), applicant, and Giant Yellowknife Gold Mines Limited, Yellowknife, N.W.T., respondent (Conciliation Officer: G. R. Currie).

7. Division No. 279, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, applicant, and the Ottawa Transportation Commission, respondent (Conciliation Officer: F. J. Ainsborough).

Settlements Facilitated by Conciliation Officers

1. On March 2, 1950, the Minister of Labour received a report from Liguori Pepin, Conciliation Officer, indicating the settlement of matters in dispute between Hull City Transport Limited, Hull, P.Q.,

and the Hull City Transport Employees' Syndicate (L.G., April, 1950, p. 509).

2. On March 27, 1950, the Minister of Labour received a report from G. R. Currie, Conciliation Officer, indicating the settlement of matters in dispute between the Alberta Wheat Pool, Vancouver, and Local No. 333, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (see above).

Conciliation Boards Appointed

1. On March 20, 1950, the Minister of Labour appointed a Board of Conciliation and Investigation to deal with a dispute between Canadian Pacific Air Lines, Limited, and the Canadian Air Line Pilots Association. The Board was appointed following receipt of the report of R. H. Hooper, Conciliation Officer (L.G., Feb., 1950, p. 202). Constitution of the Board had not been completed at the end of the month.

2. On March 29, 1950, the Minister of Labour appointed a Board of Conciliation and Investigation to deal with a dispute between various terminal elevator companies at Fort William and Port Arthur, represented by the Lakehead Terminal Elevator Association, and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees. The Board was appointed following receipt of the report of R. H. Hooper, Conciliation Officer (see above). Constitution of the Board had not been completed at the end of the month.

Conciliation Board Reports Received

1. During the month of March, the Minister of Labour received the report of the Board of Conciliation and Investigation appointed to deal with a dispute between Polymer Corporation Limited, Sarnia, Ontario, and Local 14, United Gas, Coke and Chemical Workers of America (L.G., Nov., 1949, p. 1402). The text of the report of the Board is reproduced below.

2. During the month of March, the Minister of Labour received the report of the Board of Conciliation and Investigation appointed to deal with a dispute between the National Harbours Board (General Maintenance Forces and Grain Elevator System, Quebec, P.Q.), and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (L.G., Jan., 1950, p. 67). The text of the report of the Board is reproduced below.

REPORT OF BOARD in dispute between

**Polymer Corporation Limited, Sarnia, Ontario,
and**

Local 14, United Gas, Coke and Chemical Workers of America.

To:

The Hon. HUMPHREY MITCHELL,
Minister of Labour,
Ottawa.

The Board of Conciliation appointed by you, the members of which are: Mr. G. C. Richardes, Mr. Gordon H. Bates, and Judge M. A. Miller, Chairman, report as follows:—

The Board met with the parties at Sarnia on November 28, 1949. The Union was represented by Messrs. A. F. Bruyee, Regional Director; J. A. Soper, Plant Chairman; P. J. Jones, Douglas Robertson, Charles Carr and R. H. Atkins, members of the committee, and the Company by Messrs. E. R. Rowzee, General Manager; L. D. Dougan, Assistant Manager, and J. W. Henley, Personnel Manager. Mr. J. R. Nicholson, Executive Vice-President of the Company, also appeared before the Board.

The position immediately prior to the meeting was that the Union, on behalf of the employees, had asked for the establishment of a 5 cent and 10 cent shift differential and an increase in wages of 10 cents an hour across the board. The Company had offered a shift differential of 3 cents and 6 cents, on condition that the demand for an increase in wages be dropped. The Union members apparently would have accepted the proposed 3 cent and 6 cent shift differential, but not subject to the condition of dropping the application for an increase in wages.

At the meeting on the 28th of November the Board heard the evidence and representations of the parties, but were unable to bring them any closer together. The Company declined to offer any increase in wages and the Union declined to consider any reduction from its demand of 10 cents an hour.

The Board met again after its members had had an opportunity of digesting the evidence submitted and unanimously suggested that the parties negotiate further on the question of a wage increase. That suggestion was acted upon, with the result that the Company submitted a proposal for the establishment of a 3 cent and 6 cent shift differential and a general wage increase of what, in discussions before this Board, was referred to as being five per cent. The offer proposed that the increase become effective as of January 1, 1950, and remain in effect for the duration of the Agreement.

On February 28, 1950, the Minister of Labour received the report of the Board of Conciliation and Investigation appointed to deal with a dispute between Polymer Corporation Limited, Sarnia, Ontario, and Local 14, United Gas, Coke and Chemical Workers of America (L.G., Nov., 1949, p. 1402).

The Board was composed of His Honour Judge M. A. Miller, Cobourg, Ontario, Chairman, G. C. Richardes, Windsor, member appointed on the nomination of the employer, and Gordon H. Bates, Niagara Falls, Ontario, member appointed on the nomination of the employees.

The text of the Board's report is reproduced herewith.

The actual proposal as to increase in wage rates was set out in a schedule, specifying the present and the proposed hourly rate for wage classification.

This proposal was submitted by the Union representatives to the members and on a vote was rejected.

The Board met again with the parties at Sarnia on the 14th of February, 1950. At that meeting the Union representatives pressed very hard for a uniform increase for all employees of the same number of cents per hour, rather than a percentage increase. Under the proposal made by the Company the lower paid workers would have received an increase of 5 cents an hour, the next in the scale 6 cents, the next 7 cents and the highest paid workers 8 cents. The Union representatives were particularly anxious that each employee should receive the same number of cents per hour increase. The Company, on the other hand, insisted on maintaining the presently existing percentage relationship of pay among the various classes of employees.

The Company refused to improve on this offer. The Union representatives finally, and with considerable reluctance, suggested a general increase of 6 per cent, and the establishment of a 3 cent and 6 cent shift differential, both to become effective on the date the Collective Agreement between the parties was signed, namely, August 4, 1949, and to remain in effect to the termination of the Agreement, namely, February 1, 1951.

It was then brought out that the offer made by the Company, while it had been referred to as a 5 per cent increase, in fact amounted to an increase of 5.44 per cent.

To understand the situation certain further facts must be considered.

The Polymer Corporation carries on its own operations with its own employees and it is the wages between that Corporation and its employees that are now being negotiated. In addition, an independent Company, The Canadian Synthetic Rubber Co., carries on certain operations for the Polymer Corporation on a management fee basis, and deals directly with its own employees, although the pay of these employees in fact comes from the Polymer Corporation. The Dow Chemical Co., also an independent company, carries on a business of its own, and in addition conducts certain operations for the Polymer Corporation on a management fee basis and the pay of those employees carrying on the work for the Polymer Corporation in fact comes from that Company. The employees of each of the three Corporations are represented by a different Union as bargaining agent. The work of the employees of the three Companies is similar in general character and the classification of jobs in the three Companies is similar. The pay of the employees in the three Corporations has been to all intents and purposes uniform.

Between the meetings of this Board with the parties on the 28th of November, 1949, and the 14th of February, 1950, The Canadian Synthetic Rubber Co. has made to its employees an offer as to wages, the same as, or virtually the same as, that now offered by The Polymer Corporation to its employees, and that offer has been accepted,

to become effective January 1, 1950. The Dow Chemical Co. and its employees have been negotiating, and, the Board are informed, the employees have asked for conciliation proceedings.

This Board are of the opinion that, in recommending what wages should be paid by The Polymer Corporation to its employees, they should not be bound by any agreement that has been reached between The Canadian Synthetic Rubber Co. and its employees. On the other hand, they are of the opinion that the difference between the 5.44 per cent increase, that the Company offers, and the 6 per cent suggested by the Union representatives, is not of sufficient import to warrant the dissatisfaction that would be created by establishing a lack of uniformity in wages between the two concerns, the employees of which are in fact paid by The Polymer Corporation, for the same type of work. In any event, the Board are of the opinion that, having regard to wages paid in industry generally in the area and, in so far as any such exists, in comparable industry in the Province generally, the scale of wages now offered by the Company is, generally speaking, a reasonable one. Including the shift differential the increase offered amounts, in cost to the Company, to approximately eight cents an hour across the board.

The Board are of the opinion, however, that consideration should be given to the Union's desire for uniformity in cents per hour to the different classifications of employees in any increase that be granted, and they recommend that for the schedule of wages proposed by the Company there be substituted the following:—

<i>Process</i>	<i>Classification</i>		<i>Present Rates</i>	<i>New Rates</i>
Operator	Mechanical	Group Leader	\$1.46	\$1.53
Special Assistant		Special Mechanic	1.39	1.46
1st Assistant		Class 1 Mechanic	1.32	1.39
2nd Assistant		Class 2 Mechanic	1.26	1.33
3rd Assistant		Class 3 Mechanic	1.19	1.25
4th Assistant		Junior Mechanic	1.12	1.18
Handyman		Mechanic Helper	1.05	1.11
Utility Man		Utility Man	.98	1.04
Regular Labour		Regular Labour	.92	.98

Such a schedule meets in great part the Union's request that any increase be uniform in cents per hour to all classes of employees without too seriously affecting their relative rates of pay in percentages. The cost to the Company is somewhat, but not very substantially, greater.

As to the time when the increase should become effective some further facts must

be considered. The Company and the Union entered into a Collective Agreement, dated and effective the 4th day of August, 1949. That Agreement contains as paragraph 8.01 the following:—

Wages and hours of work presently being observed by the Company shall be altered during the term of this Agreement only if, and to the extent, mutually agreed upon by the parties hereto.

It has, however, been the practice between this Company and its employees to enter into annual collective agreements, without regard to the question of wages, and to negotiate wages at any time. The last wage increase was one of 5 cents an hour, and became effective, as the result of negotiations, several months after the Collective Agreement was signed. In this case, therefore, the argument that any increase should take effect as from the date of expiry of the last agreement has not the same force as it has in ordinary cases.

The Board, therefore, recommend that the parties agree upon the scale of wages set

out in the above schedule, together with a shift differential of three cents and six cents an hour, both to be effective from the first day of January, 1950, and to continue to the termination of the present agreement, namely, the first day of February, 1951.

All of which is respectfully submitted.

Dated the twentieth day of February, A.D. 1950.

(Sgd.) G. C. RICHARDES,

(Sgd.) GORDON H. BATES,

(Sgd.) M. A. MILLER,
Chairman.

REPORT OF BOARD in dispute between

National Harbours Board (General Maintenance Forces and Grain Elevator System, Quebec, P.Q.),

and

Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees.

(Translation)

The Hon. HUMPHREY MITCHELL,
Minister of Labour,
Ottawa.

The Board, composed of Paul Lebel, K.C., employer's nominee, Marcel Franco, bargaining agent's nominee, and Judge Edouard Tellier, chairman of the Board, appointed by the Hon. the Minister of Labour, begs to report as follows:—

The Dispute

The matter concerns the renewal of two different agreements between two groups of employees working for the employer, but represented by the same bargaining agent. Some questions are common to both agreements and they will be considered together; others are different and they will be considered separately.

Brief History of Both Agreements

(a) Maintenance Staff

A first agreement was concluded with this group, then represented by The Quebec Federal Employees Association Inc., and The National Harbours Board, to be in effect from May 1, 1947 to April 30, 1948.

Another agreement was concluded between the same parties, to be in effect for one year, from May 1, 1948.

On December 2, 1948, the present bargaining agent applied for certification as such to replace the Association, which was a party to the agreement, but the application was rejected.

On March 27, 1950, the Minister of Labour received the report of the Board of Conciliation and Investigation appointed to deal with a dispute between the National Harbours Board (General Maintenance Forces and Grain Elevator System, Quebec, P.Q.) (L.G., Jan., 1950, p. 67).

The Board was composed of His Honour Judge Edouard Tellier, Montreal, Chairman, Paul Lebel, Quebec, P.Q., member appointed on the nomination of the employer, and Marcel E. Franco, Montreal, member appointed on the nomination of the employees.

The text of the Board's report is reproduced herewith.

In the meantime, that is on March 14, 1949, another agreement was concluded between the National Harbours Board and the Association establishing a new rate of pay, and this new agreement was to be in effect until November 1, 1949.

However, on May 19, 1949, the present bargaining agent was certified as such and, on May 27, 1949, served notice to commence collective bargaining with a view to the conclusion of a new agreement.

The National Harbours Board admits that after June 15, 1949, they commenced to bargain collectively with a view to the conclusion of a new agreement with the Union. It is following said negotiations that a Conciliation Officer was appointed and, subsequently, that the present Board of Conciliation was appointed.

(b) Grain Elevator Personnel

The agreement between the parties with respect to this group of employees is dated September 5, 1947, to be in effect for one year, from November 1, 1946. It is to be noted that this agreement was concluded between The National Harbours Board and the present bargaining agent, and not with the Association, as in the case of the Maintenance Staff.

Although the agreement was to be in effect from November 1, 1946, as stated above, it was agreed that the new wage rates would apply only from January 1, 1947.

It was also agreed between the parties that bargaining would commence not later than February 15, 1948, with a view to the conclusion of a new agreement to take effect on April 1, 1948.

As collective bargaining between the parties did not bring any results, the dispute was referred to a Conciliation Officer of the Department and, subsequently, to the present Conciliation Board.

As it appears from the memorandum submitted by each of the two parties, they were agreed on all clauses of the two agreements, except on the three following points:—

- (1) the term of the agreements;
- (2) the number of holidays with pay;
- (3) the date on which wage increases were to take effect.

The discussion and arguments concerning points 1 and 2 are common to both agreements and, consequently, the same comments and recommendations will apply in both cases:—

In Relation to Point 1

All previous agreements between the parties have always been valid for a period of one year. The employer did not bring up any good reasons for a change. His only argument was that nothing in the Act prevents the establishment of a term longer than one year.

On this point, the Conciliation Board recommends that the agreements be valid for a period of one year.

In Relation to Point 2

Both parties brought out arguments in their favour in this connection during the lengthy discussions which took place.

In this matter, the Board feels justified in quoting the clause contained in the agreements concluded between the same parties on behalf of the employees at the Montreal Harbour.

The said clause reads as follows:—

Section 12 (b) (ii)

That in the event of any changes being made in the general rules and regulations governing prevailing rate employees of the Dominion Government service in respect of payment for statutory holidays not worked, annual vacation with pay and sick leave with pay, then either party to this agreement may give to the other party at any time during the currency of this agreement (including the first year thereof) the notice contemplated by such clause (a) with a view to entry by the two parties hereto into negotiations on the question of adoption (by way of revised or new agreement) of such of the aforesaid changes as may be reasonably applicable to employees coming under this agreement.

Subsequently, on September 20, 1949, Order in Council, P.C. 4840 was adopted by the Governor General in Council, as follows:—

"Holidays With Pay"

14. (1) The days to be allowed employees as holidays with pay in accordance with this section shall be—

New Year's Day
Good Friday
Dominion Day
Labour Day
Thanksgiving Day
Christmas Day

and one other holiday to be selected by the deputy head from among the remaining holidays observed in the area of employment.

(2) In addition to the holidays specified in subsection one, the Minister may give to employees not more than two holidays with pay having regard to the practice generally prevailing in the area in which they are employed for persons employed by private employers on similar classes of work.

It would seem rather unwonted to ask employees to relinquish rights to which the law entitles them.

Consequently, the Conciliation Board recommends that paid holidays as decreed or as may be decreed in the future by the authority concerned under the provisions of the above-mentioned Order in Council, be the holidays by which the employees may benefit.

In Relation to Point 3

(a) Maintenance Staff

Since 1947, bargaining, mainly on wage rates, has in many instances taken place between the parties, in spite of agreements between them in force at the time. The last notice to commence bargaining was given by the Union to the employer on

May 27, 1949, and the employer admits having commenced bargaining as early as June 15. It appears from the file that this bargaining, although interrupted, was never given up. Under such circumstances, the Conciliation Board recommends that an increase of 5 cents per hour, agreed to by the employer and the employees, be put into effect from June 1, 1949, as the same employees have already been granted an increase of 5 cents an hour from November 1, 1948.

(b) Grain Elevator Personnel

Generally speaking, the agreement for this group of employees expired on April 1, 1948, although previous agreements mentioned that bargaining should take place, in the matter of wage revisions only, on April 1, 1948; November 1, 1948; April 1, 1949; and November 1, 1949. On the other hand, the agreement stipulated that bargaining with a view to the conclusion of a new agreement on all points should commence on or before April 1, 1948, and notice to commence bargaining was duly given by the Union to the employer. It appears from the facts stated that the parties were bound by agreement to bargain collectively on wage revisions after the agreement had expired and, at the same time, to bargain collectively with a view to the conclusion of a new agreement

covering every point before the dates set for the various wage revisions.

The Conciliation Board believes that it is justified in pointing out here that it deems it necessary and desirable that, in agreements such as the one in dispute at the present time, the parties should, for their own advantage, give careful attention to the drafting and application of their agreements and avoid unnecessary delays which are apt to cause all sorts of complications very difficult to clear up, such as the ones that we have had to face in the present case.

Under the circumstances, the Conciliation Board recommends, with respect to this group of employees, an increase of 5 cents per hour from May 1, 1948, and a supplementary increase of 5 cents per hour, from May 1, 1949.

The increases will be payable to those employees of the two above-mentioned groups who have in fact been working for the employer during the periods covered by the increases recommended above.

All of which is respectfully submitted.

(Sgd.) EDOUARD TELLIER,
Chairman.

(Sgd.) PAUL LEBEL,
Member.

(Sgd.) MARCEL FRANCO,
Member.

COLLECTIVE AGREEMENTS AND WAGE SCHEDULES

Recent Collective Agreements

A file of collective agreements is maintained in the Economics and Research Branch of the Department of Labour. These are obtained directly from the parties involved and through the Industrial Relations Branch of the Department. A number of those recently received are summarized below.

Agreements made obligatory under the Collective Agreement Act in Quebec are summarized in a separate article following this.

Mining

Metal Mining

SHERRIDON, MAN.—SHERRITT GORDON MINES LIMITED AND SHERRITT BASE METAL WORKERS' FEDERAL UNION 287 (TLC).

Agreement to be in effect from November 19, 1949, to November 18, 1950. The company recognizes the union as the exclusive representative for the purpose of collective bar-

gaining for all eligible employees. There will be no discrimination, intimidation or coercion because of membership or non-membership in the union.

Check-off: the company shall during the life of this agreement deduct, as a condition of each employee's continued employment, monthly dues not to exceed \$2 from the pay of each union member and \$1 from the pay of each non-union member and remit same to the union. In addition, the payment of dues to the Sherridon Club shall be a condition of employment and such dues, amounting to \$1 per month, shall be deducted from each employee's pay cheque.

Hours: 8 per day, 6 days a week, a 48-hour week. **Overtime:** time and one-half shall be paid for all work in excess of the above hours and double time for work on 6 specified paid holidays.

Vacations with pay: 6 days to employees with one year's continuous service, each additional year's service shall entitle an employee to one additional day until a maximum of 14 days has been reached. Foremen shall be entitled to 12 days on completion of one

year's continuous service in that capacity and to one additional day for each additional year's service, until a maximum of 20 days has been reached.

Hourly wage rates: Mine—miner, motorman, chute blasters, pipefitters, scraper operators, salvage man, bitmen, powdermen, trackmen, nipper, diamond drill runner \$1.19; timberman, sanitarymen \$1.19 to \$1.29, mucker, deckman, helper, trammer \$1.10, cager and skiptender \$1.14 to \$1.24, shaftmen \$1.19 to \$1.32, hoistmen \$1.19 to \$1.24, drymen 99 cents to \$1.05, crushermen \$1.10 to \$1.20. Crushing plant—crusher operator \$1.23, conveyorman \$1.14, helper \$1.06. Mill—flotation operator \$1.19 to \$1.23, ball mill and filter operator \$1.19, mechanics, carpenter \$1.19 to \$1.29, millwright \$1.24, sampler \$1.10, dryerman \$1.06, helper \$1.04. Shops and mechanical—machinist \$1.24 to \$1.37, mechanics \$1.19 to \$1.32, welders \$1.19 to \$1.34, plumbers, electricians, carpenters, painters \$1.19 to \$1.29, blacksmiths \$1.19 to \$1.24, lampman (9 hours) \$10.62, steel sharpener \$1.19, bit temperer \$1.24, drill doctor (9 hours) \$10.71 to \$11.16, compressorman \$1.10 to \$1.19, fireman \$1.04 to \$1.10, helper \$1.04 to \$1.14, apprentices 84 to 99 cents. Surface—garagemen \$1.19 to \$1.29, dragline operator \$1.24 to \$1.34, truck and tractor driver \$1.10 to \$1.19, labourers 99 cents, bullock (8 hours) \$6.92 to \$7.92. Outside exploration—diamond drill runner \$1.24, helper \$1.10. The above rates are based on the Dominion Bureau of Statistics Cost-of-Living Index at 155, they are subject to an increase or decrease of one cent per hour for each point of rise or fall in the index above 155. Such revisions, if necessary will be made every six months, on January 1 and July 1.

A shift differential shall be paid on the following basis: afternoon shift 4 cents per hour, night shift 6 cents per hour, graveyard shift 8 cents per hour.

The company will continue a *Group Life and Group Sickness and Accident Insurance* for the duration of the agreement.

Provision is made for *seniority rights, grievance procedure, a labour-management production committee and the safety and health* of the employees.

Manufacturing

Vegetable Foods

SAINT JOHN, N.B.—ATLANTIC SUGAR REFINERIES LIMITED AND SUGAR REFINERY WORKERS' FEDERAL UNION, LOCAL 20 (TLC).

Agreement to be in effect from September 1, 1949, to August 31, 1950, and thereafter until 2 months' notice has been given by either party to the other. The company recognizes the union as the sole bargaining agent for all eligible employees. There shall be no intimidation or coercion because of membership or non-membership in the union.

Hours of work: 8 or 9 per day depending on the station or the department where an employee works, 6 days a week. **Overtime:** hourly paid employees will be paid time and one-half for all work in excess of the regular daily hours and, with some exceptions, for work on Sundays and on 7 specified holidays; employees on continuous operations will be paid at regular rates for work on Sundays and on holidays if they are given another day off during the week; weekly paid employees, represented by the union, will be

paid overtime at the regular hourly rate, the calculation of such rate being based on a 48 or a 54-hour week, as the case may be.

Rest periods: foremen may permit men under their direction a rest period of 6 minutes, or a little longer in some cases, once each half shift, when such absence can be arranged without serious interference with the work. Women workers will be allowed regularly scheduled 10-minute rest periods once each half shift.

Vacations with pay: one week to hourly paid employees who have worked 294 days (with certain specified time lost included as if worked) during the previous calendar year; an additional week shall be granted to employees who had been continuously employed for 10 years or more on January 1 of the previous year, provided that they worked 300 days in the previous year (with certain specified time lost included as if worked). Weekly paid employees will be granted one week after 6 months' continuous service and 2 weeks after 10 years' service.

Wage rates shall be as agreed upon by the parties; they are not subject to change during the life of the agreement.

A **night differential** of 5 cents per hour above day rates will be paid to all employees represented by the union.

The company agreed to establish a contributory *Retirement Income Plan for Employees* prior to December 31, 1949. The company's *Group Life Assurance Plan* will be placed on a contributory basis in May, 1950.

Provision is made for *seniority rights*.

LONDON, ONT.—KELLOGG COMPANY OF CANADA LIMITED AND AMERICAN FEDERATION OF GRAIN MILLERS, LOCAL 154.

Agreement to be in effect from November 7, 1949, to April 15, 1951, and thereafter from year to year, subject to 60 days' notice. The company recognizes the union as the exclusive bargaining agency for all eligible employees.

Union security: all employees covered by this agreement who have completed their probationary period will be required to become members of the union and to maintain their membership for the life of the agreement. The union agrees to accept as members all employees whom the company may hire when they have acquired seniority. The company shall not be required to discharge any employee to whom membership has been denied or terminated on some ground other than the refusal to pay the initiation fee or the dues uniformly required unless the company agrees, or a board of arbitration decides, that the grounds were sufficient to justify the discharge of the employee.

Check-off: the company agrees to deduct the regular monthly dues from the pay of each member and to remit same to the union; it will be furnished with a card signed by each member authorizing such deduction.

Hours of work: 8 per day. 40 or 48 per week, depending on sales requirements and material supplies. Employees will work extra shifts on extra days when needed, but no employee shall be required to work more than 12 hours in one work day or to work on Sunday if he has worked all his scheduled hours in the preceding week. During the slack periods of the year available work

will be distributed among employees with 3 or more years' service before laying off such employees. Before the hours in a department are reduced below 32 hours per week employees in the department with less than 5 years' service will be temporarily laid off. *Overtime:* time and one-half for all work in excess of 8 hours in one day from Monday through Friday and for work on Saturday, double time for work on Sunday and on 6 specified *paid holidays*; provided, however, that where an employee has not worked the equivalent of his regularly scheduled payroll week the time so lost by him (except where loss is due to employee working more than 12 hours on any one day) shall first be made up at straight time before either Saturday or Sunday premium rates shall apply except that an employee shall receive a minimum of time and one-half for any work performed on a Sunday.

Vacations with pay: one week after one year's continuous service, 2 weeks after 3 years' service and 3 weeks after 15 years' service.

Hourly wage rates for certain classes: Processing—bag pick-up man 70 to 75½ cents; rice oven feeder, baggers (rice cereal feed), helpers (cookers, rolls, shredders) 75½ to 81 cents; wheat tempering, rice picker and grinder, rice oven operator 81 to 86½ cents; corn tempering, rice vat operator and cooker helper, tank man, dutch oven operator 86½ to 92 cents; flavour maker, shredder operators, corn flakes oven operators, flaking roll operators, drier operators, cooker operator 92 to 97½ cents. Corn mill—oiler and helper, sweeper and helper, bagger, feed mixer helper 75½ to 81 cents; packer 81 to 86½ cents; grain unloader, feed mixer, heavy bran miller 86½ to 92 cents; miller 92 cents to \$1.03. Packing: men—packing supply man 86½ to 97½ cents, helper 75½ to 81 cents; packing machine operators 86½ cents to \$1.08½, helper 75½ to 81 cents; women and boys—packing line operators 50½ to 61½ cents. Shipping—70 to 97½ cents. Quality control—men 70 to 81 cents, women and boys 50½ to 67 cents. Mechanical—package machine mechanics, millwrights, electricians, press maintenance men, steamfitters, painters, draftsmen 86½ cents to \$1.08½; engineers 75½ cents to \$1.08½; carpenter, welder, machinist 92 cents to \$1.08½; head stores keeper, shift maintenance man 86½ to 97½ cents; stores keeper 81 to 86½ cents; oiler, maintenance helper 75½ to 81 cents. In addition to the above rates the company agrees to pay a *cost-of-living bonus*, the latter to be on a sliding scale, based on the Dominion Bureau of Statistics' Cost-of-Living Index and to be adjusted every 3 months in accordance with an attached schedule: starting with a 1 cent per hour increase for an index number between 134.8 and 136.4 (inclusive) the bonus is increased (or decreased) 1 cent for every increase (or decrease) in the index of 1.6 or 1.7 points (an average of 3 cents for every variation of 5 points). However, during the life of this agreement the bonus shall not decrease below 16 cents nor shall it increase to more than 21 cents above the basic rate even though the Cost-of-Living Index should decrease below 159.8 or increase above 169.7.

Shift premiums of 4 cents per hour will be paid for work on second and third shifts respectively.

Provision is made for *seniority rights* and *grievance procedure*.

Rubber Products

HAMILTON, ONT.—FIRESTONE TIRE AND RUBBER CO. OF CANADA LIMITED AND UNITED RUBBER, CORK, LINOLEUM AND PLASTIC WORKERS OF AMERICA, LOCAL 113.

Agreement following strike (L.G., Sept., 1949, p. 1194) and later conciliation, to be in effect from February 17, 1950, to February 17, 1951, and thereafter from year to year, subject to notice. The company recognizes the union as the sole collective bargaining agency for all eligible employees. There shall be no discrimination, interference, intimidation, restraint or coercion because of membership or non-membership in the union.

Check-off: the company agrees to deduct from the pay of employees who so authorize union fees and dues and to remit same to the union; the check-off shall be voluntary but irrevocable during the expressed term of the agreement.

Hours: 8 per day and 40 per week. *Overtime:* time and one-half for work in excess of 8 hours in any 24-hour period (except in the case of a change of shift) or 40 hours in a week and for all work on Sundays; double time for 8 specified *paid holidays* provided employee is entitled to same (i.e. he has worked his regular shifts immediately preceding and following such holiday), otherwise he will be paid at time and one-half.

Vacations with pay: one week to employees with one year's service, 2 weeks to employees with 5 years' service and 3 weeks to employees with 15 years' service. (The previous agreement did not provide for a third week to employees with 15 years' service.) Employees with more than 3 months but less than one year of continuous service shall receive 2 per cent of their earnings up to July 1.

Wage rates: the present hourly rates, base rates and differentials shall remain in effect during the term of this agreement. Authorized day work rates used by piece workers shall be 80 per cent of piece work base rates. There shall be no differential in job classification rates solely by reason of an employee's age or sex.

Off-shift-differential: employees on shift operations shall be granted premium payments as follows: between 3 p.m. and 11 p.m. 3 cents per hour, between 11 p.m. and 7 a.m. 5 cents per hour.

Provision is made for *seniority rights*, *grievance procedure* and the *safety* and *health* of employees.

Textiles and Clothing

HAMILTON, ONT.—INTERNATIONAL HARVESTER COMPANY OF CANADA LIMITED (HAMILTON TWINE MILLS) AND UNITED STEELWORKERS OF AMERICA, LOCAL 3697.

Agreement to be in effect from December 5, 1949, to December 5, 1950, and thereafter until notice. This agreement is similar to the agreement between Hamilton Harvester Works of the same company and United Steelworkers of America, Local 2868, summarized below, except that there is no provision in this agreement for a review of the rates of day work employees every 6 months.

Printing and Publishing

ONTARIO, QUEBEC AND THE MARITIMES—
CANADIAN LITHOGRAPHERS' ASSOCIATION
AND AMALGAMATED LITHOGRAPHERS OF
AMERICA.

Agreement following strike (L.G., Aug., 1949, p. 1073) to be in effect from December 1, 1949, to December 31, 1950, and thereafter from year to year, subject to notice in the month of October. This agreement is similar to the one previously in effect (L.G., May, 1948, p. 483) with the following changes and additions:—

Minimum hourly wage rates have been increased 22 cents per hour in most cases, bringing the rates for certain classes up to the following: Art department—artists (reproducers only) commercial, general, letterers and engravers \$1.80, engravers and letterers on drug label work \$1.44, poster (crayon) \$1.91, poster (letterers) \$1.64, process (colour correctors) \$2.04. Camera department—camera operators (line work) \$1.36, camera operators (half-tone and colour separation), projection machine operators \$1.80. Plate making department—commercial transfers \$1.64, colour transfers, provers, photo composograph and step and repeat operators, vacuum frame and contact negative operators, negative assemblers and layouters, opaques and strippers \$1.80, stove polishers \$1.32. Plate grainers (up to plate size 44 x 64)—operating a single plate machine \$1.32, operating 2 single or one double plate machine \$1.49, operating triple plate machine \$1.67. Press department—multicopying machine operator first year \$1.23, thereafter \$1.38; journeymen pressmen \$1.38 to \$2.39, depending on the size and type of the presses and on the number of colours; feeder and feeder operators from 97 cents to \$1.06 during first year, from \$1.05 to \$1.23 during second year and from \$1.13 to \$1.41 thereafter, on 4-colour, sheet fed presses 36 x 48 or over first feeder operator \$1.57, second feeder operator \$1.46. Lithographic press helpers—first 6 months 78 cents, second 6 months 83 cents, thereafter 89 cents. For new employees engaged as apprentices the minimum starting rate is 78 cents with an increase every 6 months; in departments other than press this increase is one-tenth of difference between appropriate journeymen rate and the starting rate, in the press department an apprentice must serve as feeder before taking charge of a press; his apprenticeship commences when he takes charge of a press and his wage rate is then increased one-ninth of the difference between his feeder's rate and the journeyman pressman's rate for that press, with equal increases every six months.

The present agreement does not provide for a cost-of-living wage adjustment.

Welfare plan: the employer shall establish for the benefit of all eligible employees a non-occupational accident and sickness insurance plan providing the following benefits: weekly disability, benefit for employees only; hospitalization, medical and surgical benefits for employees and their dependents. The costs of the plan are to be shared between the employees and the employer, the former contributing 63 cents per week, regardless of age, earnings or marital status, and the latter paying the balance of the total premium for the plan.

Metal Products

NEW TORONTO, ONT.—ANACONDA AMERICAN
BRASS LIMITED AND ANACONDA BRASS
AND COPPER WORKERS' UNION, LOCAL 110
(CCL).

Agreement to be in effect from December 19, 1949, to December 18, 1950, and thereafter until the execution of a new agreement or until either party gives two months' written notice to the other terminating this agreement. The company recognizes the union as the sole collective bargaining agency for all eligible employees. Both parties will maintain a policy of non-discrimination toward all employees with respect to race, colour, creed, political affiliation, union membership, national origin or citizenship status.

Check-off: The company shall deduct monthly from the pay of each union member within the bargaining unit a sum not exceeding \$2.50 for union dues, provided that the first deduction may amount to \$5 if it includes an initiation or re-instatement fee. From and after December 31, 1949, the above check-off provisions shall apply only to such employees who have signed an authorization to deduct union dues, the authorization to remain in effect for the duration of the agreement.

Hours of work and overtime: time and one-half rate shall be paid employees within the bargaining unit (except boiler room employees) for all time worked in excess of 8 hours in any one day, except where such excess time is due to regular shift changes, for all time worked on Saturday after 12 noon and for all time worked on Sunday. Boiler room employees shall receive the overtime rate only for hours worked in excess of 8 hours in any one day or on any seventh consecutive day worked in a calendar week. Employees on the third shift who receive 8 hours' pay for 6½ hours worked shall not be paid overtime except for hours worked in excess of 8 in any one day.

Statutory holidays: if any of 7 specified holidays fall on a regularly scheduled working day all employees (except probationary employees) shall be reimbursed at their regular rate of pay for time lost, provided they work the regularly scheduled shifts immediately preceding and following the holiday. If the company requests work to be done on these holidays, and the majority of the employees concerned agree to this, then all employees concerned shall forego such holiday and work, the work to be paid for at regular rate in addition to the holiday pay.

Vacations with pay: effective for the year 1950 one week with pay equal to 2 per cent of employee's total wages paid during previous 12 months shall be granted all hourly rated employees covered by the agreement with at least 3 months' service. However, any employee who is on the active payroll and has one year's seniority shall receive an amount not less than 40 hours' pay at his payroll hourly rate. Employees with 5 or more years' seniority shall be granted an additional week with pay as above.

Hourly wage rates: a general increase of 5 cents per hour shall be granted, retroactive to December 4, 1949. This increase shall be applied by adding to the earnings of each employee the amount of the hourly increase multiplied by the number of hours paid for, and shall not become a part of the basic

hourly wage for the determination of piece-work and incentive payment. The minimum and maximum hourly rates for the following classifications are: class A \$1.06 to \$1.12, class B \$1.08 to \$1.15, class C \$1.11 to \$1.19, class D \$1.13 to \$1.22, class E \$1.15 to \$1.26, class F \$1.17 to \$1.29, class G \$1.21 to \$1.36, class H \$1.25 to \$1.44, class I \$1.31 to \$1.56; provided that the company may increase the maximum for class I. This hourly wage classification scale shall not be subject to change or modification for the duration of this agreement.

Off-shift bonus: a differential of 5 cents per hour will be paid all employees assigned to and working on the second shift and also to all employees on continuous operations on the third shift; it does not apply to third shift employees receiving 8 hours' pay for 6½ hours' work.

Provision is made for *seniority rights* and *grievance procedure*.

TORONTO, BRANTFORD AND WOODSTOCK, ONT.—MASSEY-HARRIS COMPANY LIMITED AND THE INTERNATIONAL UNION, UNITED AUTOMOBILE, AIRCRAFT AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, LOCALS 439, 458 AND 636.

Agreement following strike in Toronto and Brantford and provincial conciliation and arbitration in Toronto (L.G., Sept., 1949, p. 1195) to be in effect from December 20, 1949, to December 20, 1950, and thereafter from year to year, subject to notice.

This agreement is similar to the one previously in effect (L.G., May, 1949, p. 601) with the following changes:—

Hours of work are reduced from 9 per day and 45 per week to 8 per day and 40 per week.

Hourly wage rates for day workers are increased 10 cents per hour, effective October 7, 1949. The minimum starting rates for day workers shall be \$1.01 per hour, increased to \$1.03 after 30 days and to \$1.06 after 90 days; foundry labour shall start at \$1.06 with no automatic increases.

A **Group Insurance Plan** has been provided by the company; its costs are to be shared between the company and the employees on a 50-50 basis. The plan includes: life insurance for employees, accidental death or dismemberment benefit for employees, weekly indemnity for accident and sickness for employees, hospital expense benefits for employees and their dependents, medical expense benefits for employees and surgical expense benefits for employees and their dependents.

Provision is made for *seniority rights* and *grievance procedure*.

HAMILTON, ONT.—INTERNATIONAL HARVESTER COMPANY OF CANADA LIMITED (HAMILTON HARVESTER WORKS) AND UNITED STEELWORKERS OF AMERICA, LOCAL 2368.

Agreement to be in effect from November 18, 1949, to November 18, 1950, and thereafter until notice. The parties reserve the right to amend and supplement this contract by mutual agreement at any time during the duration thereof. The company recognizes the union as the sole representative of all eligible employees for the purpose of collective bargaining. This agreement is similar to the one previously in effect and summarized in the *LABOUR GAZETTE*, November, 1948, p. 1244, with the following changes and additions:—

Hours of work have been reduced from 9 per day and 45 per week to 8 per day and 40 per week.

Wage rates presently in effect shall continue until either party proposes an increase or decrease, when a sincere effort will be made through collective bargaining to arrive at a satisfactory conclusion. The company agrees to review the rates of all day work employees every 6 months (May and November) and give merit increases where justified.

Night shift bonus: a premium of 5 cents per hour will be paid to all employees covered by the agreement for all work performed during hours outside regular day shift hours, except where such hours are overtime hours in connection with a regular day shift.

Non-metallic Minerals and Chemicals

MEDICINE HAT, ALTA.—MEDALTA POTTERIES LIMITED AND INTERNATIONAL UNION OF MINE, MILL AND SMELTER WORKERS, LOCAL 955.

Agreement to be in effect from December 14, 1949, to December 13, 1950. The company recognizes the union as the sole and exclusive bargaining agent for all eligible employees. There shall be no discrimination, interference, intimidation, restraint or coercion because of membership or non-membership in the union.

Hours of work: 48 per week, the daily hours to be arranged between the employees and the company by mutual consent. **Overtime:** time and one-half shall be paid for work in excess of 9 hours in any one day or 48 hours in one week and for work on Sunday (or the alternative day off), on Dominion Day, New Year's Day and two other holidays, the dates to be decided by the employees; double time for work on Labour Day and on Christmas Day. The above 6 holidays are all *paid holidays*; provided, however, that only employees with 3 or more months of continuous service shall be entitled to benefit from these statutory holidays.

A **rest period** as already voluntarily established shall be maintained for the life of this agreement.

Wages: minimum hourly base rate (after 6 weeks probation) for female employees 50 cents, for male employees 70 cents, for boys under 19 years of age 60 cents. Hourly wage rates for experienced help: clay making (day shift), machine jiggerer 75 cents; batters 72½ cents; mould runners, clay carriers 70 cents; girl helpers 55 cents; trimming, finishing and sponging (all girls) 55 cents; sprayers, dippers and glazers (all girls) 60 cents; kiln operators (day or night shift) 80 cents; bisque checkers, sorters, back stampers and ware removers—females 55 cents, males (removers) 70 cents; general mechanics 75 cents; female checkers and packers 55 cents, male packers on cartons 70 cents; male packers and loaders on crates 75 cents, on saw 80 cents; floor sweepers, sewer cleaners 70 cents; machine cleaners 65 cents; stone-ware glazer (male) 75 cents; mould runner for crocks, etc., 72½ cents; machine-spinner 55 and 60 cents; pugging clay (day shift) 75 cents; jiggerman (hand) 80 cents; sticking up handles and spouts (all girls) 60 cents; loading and unloading all kilns (must be a setter) 75 cents; tumblers and washer—males 70 cents, females 55 cents; round banders 60 cents, oval banders 65 cents;

mould makers (male), sagger makers, watchmen, stoneware pounder large crocks 75 cents; pinners (female) 60 cents; trimmers and spongers for crocks (male) 70 cents.

Night shift differential: workers on night shift between midnight and 6 a.m. shall be paid if employed in a supervisory or responsible capacity 10 cents and others 8 cents

Collective Agreement Act, Quebec

Recent proceedings under the Collective Agreement Act, Quebec,* include the extension of one first agreement and the amendment of six others. These include, in addition to those summarized below, the extension of a first agreement for retail stores at Asbestos and amendments to the agreements for retail food stores at Quebec, and for barbers and hairdressers at Joliette, published in the *Quebec Official Gazette*, issue of March 4.

Requests for amendments to the agreements for the fashion accessories industry and for barbers and hairdressers at Montreal, for municipal employees at Kenogami, for hospital and charitable institutions at St. Hyacinthe and for barbers and hairdressers at Quebec were published in the issue of February 25. A request for a new agreement for the building trades at Montreal and requests for the amendment of the agreements for barbers and hairdressers at Valleyfield and at Chicoutimi, and for the building trades at Joliette were published in the issue of March 4. Requests for the amendment of the agreements for barbers and hairdressers at Three Rivers, and for clockmakers and jewellers in the counties of Drummond, Arthabaska, etc. in the issue of March 11, and a request for the amendment of the agreement for the building trades at Quebec was published in the *Quebec Official Gazette*, issue of March 18.

Orders in Council were also published

In Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the Provincial Minister of Labour to have the terms of the agreement which concerns wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. References to the summary of this Act and to amendments to it are given in the *LABOUR GAZETTE*, January, 1949, page 65. Proceedings under this Act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.

per hour above the rate for similar work during the day.

The company agrees to supply one pint of milk per day free to any employee working with free lead glazes.

Provision is made for *seniority rights*, *grievance procedure*, and a *Plant Safety Committee*.

approving or amending the constitution and by-laws of certain joint committees and others approving the levy of assessments on the parties.

Manufacturing

Fur and Leather Products

FUR MANUFACTURING INDUSTRY, QUEBEC.

An Order in Council, dated February 22, and gazetted March 4, amends the previous Orders in Council for this industry (L.G., Nov., 1946, p. 1583, Dec., p. 1772 July, 1947, p. 1002; Sept., 1948, p. 992, and previous issues).

Territorial jurisdiction comprises the cities of Quebec, Lévis and Sillery, the towns of Quebec-West, Ste.Foy, Beauport, Lauzon and Loretteville and the municipalities of Giffard, Ste-Anne-de-Baupré; and Ancienne Lorette.

Hours during the 8 weeks' period starting from the Monday which will be or will immediately follow June 15 are reduced by 4 per week to 40 per week Monday through Friday. Hours for shop clerks and clerks of the hide department during a regular working week are reduced from 48 to 44. Pattern-makers now work 44 hours per week during the period from August 1 to January 31 instead of 48 as previously in effect.

Overtime is payable at regular rates up to 44 hours during the 8 weeks' period starting from the Monday which will be or will immediately follow June 15. Shop foremen earning \$60 per week or more and pattern-makers (male and female) earning \$44 per week or more shall not be entitled to remuneration for overtime or additional work.

Minimum weekly wage rates¹ (to be in effect from October 1, 1949): shop foremen \$54; cutters and tailors from \$35.50 to \$50; patternmakers (male and female) from \$38 during the first year to \$56 per week during the third year; blocker \$35.50; hide sorter \$32.50; operator (male) \$24.50 and \$27.50, operator and finisher (female) \$24.50 and \$27.50; shop clerk (male) \$12, shop clerk (female) \$11; messenger \$12; apprentices (male and female) from \$12 during the first year to \$18 per week during the third year; apprentices (male only) \$21 during the fourth year to \$29 during the sixth year. (The above rates represent increases ranging from \$2 to \$3.50 per week). Special minimum wage rates for handicapped workers (male) are increased (by \$5) to \$20 per week; female workers under the same circumstances are increased (by \$7) to \$15 per week. Employees who at October 1, 1949, received a higher salary than that provided for in the agreement then in force are entitled to an increase in wages equal to the minimum wage increase provided for his category in the present amendment. The above rates, during the 8 weeks' period start-

ing from the Monday which will be or will immediately follow June 15, shall be proportionate to the number of hours worked.

Vacation: employees with less than one year of continuous service for the same employer, or in the same establishment, at June 15 of each year are entitled to a vacation of as many half days as he has months of continuous service.

Regulations affecting apprentices and the distribution of journeymen tailors and cutters are included in this amendment.

Metal Products

GARAGES AND SERVICE STATIONS, MONTREAL.

An Order in Council, dated February 22, and gazetted March 4, amends the previous Order in Council, for this industry (L.G., April, 1950, p. 517) by providing for the addition of "L'Association canadienne des Travailleurs de l'Automobile de Montréal" as contracting party of the second part.

SHEET METAL FABRICATING INDUSTRY, MONTREAL.

An Order in Council, dated February 22, and gazetted March 4, extends the term of the previous Order in Council for this indus-

try (L.G., Aug., 1949, p. 987) to May 1, 1950. Another amendment to this agreement affecting industrial jurisdiction was published in the *Quebec Official Gazette*, issue of December 3, 1949.

Construction

BUILDING TRADES, ST. JÉRÔME.

An Order in Council, dated February 22, and gazetted March 4, amends the previous Orders in Council for this industry (L.G., Aug., 1948, p. 873; Dec., 1949, p. 1559) by providing that notwithstanding any other provisions, the cities and towns and the municipal and school corporations are not governed by the provisions of the present agreement inasmuch as repair or maintenance work on their own buildings are concerned: inasmuch, also, as construction, rebuilding or maintenance works on aqueducts, sewers, pavings, sidewalks and other similar operations performed under their immediate control are concerned. The exemption does not apply to contractors or subcontractors carrying on the same operations on their behalf or by the job for the said cities, towns, etc.

(Continued from page 606)

help to maintain consumer demand close to last years levels, in spite of the decline in farm income. By March 1 of this year, average weekly salaries and wages continued upward to a new high of \$44.69.

While the development of iron ore deposits in Ungava and oil in Alberta is already providing considerable direct employment, its future possibilities are perhaps more important than the labour demand at present created. It is possible that the development of these Canadian resources may parallel that of the forest and mineral resources of Northern Ontario and Quebec, which played such an important part in the prosperity of the 1920's.

Although employment levels of many industries in the coming months will probably be above those of last year, it is unlikely that employment will increase sufficiently in the immediate future to absorb the continued increase in the labour force. The resultant unemployment will probably be concentrated in those industries and areas which cannot adjust easily to changes in foreign markets, or shifts in domestic demand. The Maritime provinces, for example, may find it more difficult than British Columbia to adjust to the decline in overseas markets by shifting to alternative markets in the United States.

Concern with the problem of unemployment is being reflected in this year's contract negotiations between unions and employers which are now taking place in many important industries. Some unions are pressing for the forty-hour week, with no reduction in take-home pay. This issue is one of the most important in the current railroad dispute. On April 15, the two Conciliation Boards recommended a 44-hour week and some increase in wage rates. Both union groups concerned have rejected the Boards' recommendations on the basis that, for a good many workers, the recommendations mean a decrease in the weekly pay envelope. The introduction of the 40-hour week is also an important issue in the negotiations now under way in the primary iron and steel firms. The Steel Company of Canada agreed in principle on May 2 to a reduction in hours from 44 to 40, with a 13 cent an hour increase in pay.

FAIR WAGES CONDITIONS IN DOMINION GOVERNMENT CONTRACTS

The Fair Wages Policy of the Dominion Government has the purpose of ensuring that all government contracts contain provisions to secure the payment of wages generally accepted as current in each trade for competent workmen in the district where the work is carried out.

There are two sets of conditions applicable to government contracts, those which apply to building and construction work, and those which apply to contracts for the manufacture of various classes of government supplies and equipment.

The practice of the different departments of the Government, before entering into contracts in the first group, is to obtain from the Department of Labour schedules setting forth the current wage rates for the different classifications of workmen required in the execution of the work. These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of the contract.

Fair wages schedules are not issued in respect of contracts for supplies and equipment. Contracts in this group are awarded in accordance with a policy which provides that wage rates must equal those current in the district.

A more detailed account of the Dominion Government's Fair Wages Policy is given in the *LABOUR GAZETTE* for July, 1946, p. 932.

Schedules Prepared and Contracts Awarded during February

(1) *Works of Construction, Remodelling, Repair or Demolition*

During the month of February the Department of Labour prepared 108 fair wages schedules for inclusion in building and construction contracts proposed to be undertaken by various departments of the Government of Canada in different parts of the Dominion.

During the same period a total of 73 construction contracts was awarded by the various Government departments. Particulars of these contracts appear in the accompanying table.

Copies of the relevant wages schedules are available to trade unions or other *bona fide* interested parties, on request.

The labour conditions of each of the contracts listed under this heading, besides stipulating working hours of not more than eight per day and forty-four per week, provide that "where, by provincial legislation, or by agreement or current practice, the working hours of any class of workers are less than forty-four per week, such lesser hours shall not be exceeded on this work except in cases of emergency as may be approved by the Minister of Labour and then only subject to the payment of overtime rates as specified by the Minister of Labour", and also specify that the rates of wages set out therein are "*minimum rates only*" and that "nothing herein contained shall be considered as exempting contractors and subcontractors from the payment of higher rates in any instance where during the continuance of the work such higher rates are fixed by provincial legislation, by agreements between employers and employees in the district or by changes in prevailing rates".

(2) *Contracts for the Manufacture of Supplies and Equipment*

Contracts for supplies and equipment were awarded as follows, under the policy that wage rates must equal those current in the district:—

Department	No. of contracts	Aggregate amount
Canadian Commercial Corporation. . . .	7,521	\$10,348,477.81
Post Office.	15	54,983.08
Public Works.	4	28,441.34
R.C.M.P.	5	30,891.52

CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING FEBRUARY

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
Canadian Commercial Corporation				
Corner Brook, Nfld.	Construction of small hangar.....	J. Goodyear & Sons Ltd., Grand Falls, Nfld.	\$ 173,250 00	Mar. 9, 1950
Gander, Nfld.	Dismantling of two hangars and transportation of salvaged materials.....	J. Goodyear & Sons Ltd., Grand Falls, Nfld.		Mar. 9, 1950
Grand Falls, Nfld.	Construction of small hangar.....	J. Goodyear & Sons Ltd., Grand Falls, Nfld.	5,500 00	Mar. 9, 1950
Halifax, N.S.	Renewal of power cable from Eastern Passage to Lawlor Island, McNab Island.....	Nova Scotia Light & Power Co. Ltd., Halifax, N.S.		Sept. 12, 1949
McGivney, N.B.	Paving of roads and sidewalks and the landscaping and gravelling around buildings, Permanent Married Quarters Area.....	Diamond Construction Co. Ltd., Fredericton, N.B.	13,435 00	Mar. 8, 1950
Bagotville, P.Q.	Strengthening of hangar and building trusses by pre-stressed wire method at R.C.A.F. Station.....	A. F. Byers Construction Co. Ltd., Montreal, P.Q.	(1)	Feb. 20, 1950
Dorval, P.Q.	Improvements to Air Traffic Centre, No. 426 (T) Squadron.....	J. L. E. Price & Co. Ltd., Montreal, P.Q.	9,000 00	Feb. 20, 1950
Montreal, P.Q.	Installation of oil burning equipment, Longue Pointe Ordnance Depot.....	Robinson Oil Burners Ltd., Montreal, P.Q.	54,458 28	Feb. 10, 1950
Montreal, P.Q.	Provision of office space in Building No. 2, No. 25 Central Ordnance Depot, Longue Pointe.....	Labrador Construction Co. Ltd., Montreal, P.Q.	43,777 00	Mar. 13, 1950
St. Hubert, P.Q.	Repairs and replacement of roofs on hangars and drill hall, R.C.A.F. Station.....	Delphis Cote Ltd., Montreal, P.Q.	33,615 89	Nov. 3, 1949
Centralia, Ont.	Addition to officers' mess building, R.C.A.F. Station.....	Robb Construction & Materials Ltd., Hamilton, Ont.	8,660 00	Mar. 8, 1950
Hamilton (Mt. Hope), Ont.	Strengthening of hangar and building trusses by pre-stressed wire method at R.C.A.F. site.....	A. F. Byers Construction Co. Ltd., Montreal, P.Q.	(2)	Jan. 7, 1950
London, Ont.	Strengthening of hangar and building trusses by pre-stressed wire method at R.C.A.F. site.....	A. F. Byers Construction Co. Ltd., Montreal, P.Q.	(2)	Jan. 7, 1950
Mountain View, Ont.	Strengthening of hangar and building trusses by pre-stressed wire method at R.C.A.F. Station.....	A. F. Byers Construction Co. Ltd., Montreal, P.Q.	(1)	Feb. 20, 1950
Rockliffe, Ont.	Interior painting of Buildings 2, 9, 10, 11, 12, 13, 14, 15, 30, 31, 36, 102, 109, 110, 134, 135, and repairs to interior of Building No. 56 at R.C.A.F. Station.....	H. L. Robinson, Toronto, Ont.	15,097 51	Mar. 8, 1950
Toronto, Ont.	Refurbishing, erection, new construction and dismantling of booths, Canadian International Trade Fair.....	Canadian Engineering & Contracting Co. Ltd., Hamilton, Ont.	250,641 00	Oct. 18, 1949
Toronto, Ont.	Alterations to Hangar No. 3, R.C.A.F. Station, Downsview.....	F. D. Howie Construction Ltd., Toronto, Ont.	39,475 00	Mar. 11, 1950
Weston, Ont.	Strengthening of hangar and building trusses by pre-stressed wire method at R.C.A.F. Station.....	A. F. Byers Construction Co. Ltd., Montreal, P.Q.	(1)	Feb. 20, 1950
Fort Churchill, Man.	Repair by hi-carbon steel methods of two buildings.....	A. F. Byers Construction Co. Ltd., Montreal, P.Q.	21,000 00	Feb. 14, 1950
Gimli, Man.	Strengthening of hangar and building trusses by pre-stressed wire method at R.C.A.F. Station.....	A. F. Byers Construction Co. Ltd., Montreal, P.Q.	(1)	Feb. 20, 1950
Rivers, Man.	Strengthening of hangar and building trusses by pre-stressed wire method at R.C.A.F. Station.....	A. F. Byers Construction Co. Ltd., Montreal, P.Q.	(1)	Feb. 20, 1950
Saskatoon, Sask.	Alterations and additions to existing boiler house and installation of low pressure steam heating system, R.C.A.F. Station.....	The Waterman-Waterbury Mfg. Co. Ltd., Saskatoon, Sask.	109,455 00	Feb. 17, 1950
Saskatoon, Sask.	Strengthening of hangar and building trusses by pre-stressed wire method at R.C.A.F. site.....	A. F. Byers Construction Co. Ltd., Montreal, P.Q.	(2)	Jan. 7, 1950

Calgary, Alta.	(Strengthening of hangar and building trusses by pre-stressed wire method at R.C.A.F. site (Reserve).)	A. F. Byers Construction Co. Ltd., Montreal, P.Q.	(2) Jan. 9, 1950
Calgary, Alta.	(Strengthening of hangar and building trusses by pre-stressed wire method at R.C.A.F. Station, No. 10 Repair Depot.)	A. F. Byers Construction Co. Ltd., Montreal, P.Q.	(1) Feb. 20, 1950
Calgary, Alta.	(Strengthening of hangar and building trusses by pre-stressed wire method at R.C.A.F. Station, No. 11 Supply Depot.)	A. F. Byers Construction Co. Ltd., Montreal, P.Q.	(1) Jan. 7, 1950
Edmonton, Alta.	(Erection of metal sheathed building, R.C.A.S.C. Supply Depot.)	A. J. Barrie, Edmonton, Alta.	12,285 00 Feb. 24, 1950
Suffield, Alta.	(Drilling of well for supply of natural gas at Dept. of National Defence (Defence Research Board) Experimental Station.)	R. P. Medhurst & Sons, Calgary, Alta.	19,904 00 Feb. 24, 1950
Boundary Bay, B.C.	(Ploughing, discing and levelling of 50 lots and seeding of the playing field, Permanent Married Quarters Area.)	G. W. Ledingham & Co., Ltd., Vancouver, B.C.	2,400 00 Mar. 1, 1950
Vancouver, B.C.	(Strengthening of hangar and building trusses by pre-stressed wire method at R.C.A.F. Station.)	A. F. Byers Construction Co. Ltd., Montreal, P.Q.	(1) Feb. 20, 1950

Central Mortgage and Housing Corporation

Trenton, Ont.	(Installation of sewer lateral from municipal mains to lot line of each house.)	Corporation of the Town of Trenton, Trenton, Ont.	11,517 51 Jan. 23, 1950*
Shilo, Man.	(Installation of electrical distribution system, D.N.D. non-urban project.)	Manitoba Power Commission, Winnipeg, Man.	86,611 00 Feb. 13, 1950
Calgary, Alta.	(Installation of electrical and power distribution system and street lighting, D.N.D. non-urban project, Currie Barracks (Army).)	City of Calgary, Calgary, Alta.	37,693 99 Mar. 2, 1950
Calgary, Alta.	(Installation of electrical and power distribution system and street lighting, D.N.D. non-urban project, Currie Field (Air).)	City of Calgary, Calgary, Alta.	9,696 40 Mar. 2, 1950
Esquimalt, B.C.	(Construction of 91 D.N.D. non-urban houses at Belmont Park Project.)	Commonwealth Construction Co., Vancouver, B.C.	561,299 00 Feb. 21, 1950
Esquimalt, B.C.	(Rough grading of streets, lanes and ditches at Belmont Park Project.)	General Construction Co. Ltd., Vancouver, B.C.	43,924 00 Jan. 11, 1950

National Harbours Board

Vancouver, B.C.	(Construction of Heatley Ave. Tugboat Wharf, Vancouver Harbour.)	Dominion Construction Co. Ltd., Vancouver, B.C.	45,375 00 Dec. 14, 1949
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Department of Public Works

Wood Islands, P.E.I.	(Harbour improvements (waiting room).)	H. J. Phillips & Son, Charlottetown, P.E.I.	9,762 45 Dec. 1, 1949
North Sydney, N.S.	(Enlargement of dock and terminal facilities, Canadian Government Railways.)	T. C. Gorman (Nova Scotia) Ltd., Halifax, N.S.	1,177,777 00 Jan. 6, 1950
Fredericton, N.B.	(Construction of Dominion Public Building.)	Caldwell Construction Co. Ltd., Fredericton, N.B.	734,900 00 Jan. 31, 1950
St. Stephen, N.B.	(Construction of Dominion Public Building.)	Diamond Construction Co. Ltd., Fredericton, N.B.	179,500 00 Jan. 31, 1950
Bonaventure, P.Q.	(Extension to fishermen's wharf.)	Fortunat Bernard & Arthur Bujold, Bonaventure, P.Q.	15,306 50 Dec. 9, 1949
Cross Point, P.Q.	(Repairs to wharf.)	Capt. J. Romeo Allard, Cross Point, P.Q.	16,437 70 Jan. 20, 1950

(1) Total amount of contract—\$418,953.00.

(2) Total amount of contract \$ 87,375.00.

CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING FEBRUARY—Concluded

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
Department of Public Works				
Hull, P.Q.	Installation of elevator in U.I.C. Stockrooms.	Otis-Fensom Elevator Co. Ltd., Ottawa, Ont.	\$ 7,860 00	Mar. 3, 1950
Montreal, P.Q.	Installation of fluorescent fixtures, switches and wall receptacles in Pascal Building.	C. Howard Simpkin Ltd., Montreal, P.Q.	9,786 15	Jan. 20, 1950
Montreal, P.Q.	Erection of ceiling and partitions, 5th floor, Pascal Building.	Building Renovators Ltd., Montreal, P.Q.	17,000 00	Jan. 20, 1950
Rimouski, P.Q.	Wharf reconstruction.	La Compagnie de Construction des Boulevards du Québec, Québec, P.Q.	540,117 20	Sept. 20, 1949
•Ville Marie, P.Q.	Wharf construction.	Paul O. Goulet, Fabre, P.Q.	28,462 84	Oct. 4, 1949
Imisfil Park, Ont.	Wharf repairs.	Harris & Fair, Ormeau, Ont.	5,942 50	Dec. 12, 1949
Meaford, Ont.	Repairs to east harbour wall.	McNamara Construction Co. Ltd., Toronto, Ont.	28,012 00	Dec. 5, 1949
Ottawa, Ont.	Construction of addition to workshop building, Experimental Farm.	George A. Crain & Sons Ltd., Ottawa, Ont.	58,698 00	Mar. 10, 1950
Ottawa, Ont.	Redecorating Jackson Building for Dept. of National Revenue and elsewhere as designated.	Linke & Purcell, Ottawa, Ont.	12,630 00	Feb. 15, 1950
Ottawa, Ont.	Construction of new freight entrance and mezzanine floor in National Research Council Building.	A. Landot Construction Co., Ottawa, Ont.	7,152 00	Jan. 5, 1950
Ottawa, Ont.	Construction of applied chemistry building (phase 2), National Research Council Laboratories.	Robertson Construction & Engineering Co. Ltd., Niagara Falls, Ont.	706,100 00	Jan. 31, 1950
Ottawa, Ont.	Alterations to Room 426, Langevin Block.	Armand Landot & Meryl M. Stewart, Ottawa, Ont.	6,542 00	Jan. 14, 1950
Ottawa, Ont.	Alterations for Dept. of Mines & Resources at Vimy Building, 370 Sparks St.	The George C. Graves Construction Co. Ltd., Ottawa, Ont.	13,240 00	Jan. 17, 1950
Tecumseh, Ont.	Erection of a Dominion Public Building.	Meyns Construction Co., Walkerville, Ont.	65,137 00	Jan. 17, 1950
Walpole Island, Ont.	Construction of a nursing station.	James A. Templeton, Port Lambton, Ont.	10,925 00	Jan. 17, 1950
Coots, Alta.	Construction of Customs and Immigration Building.	Bird Construction Co. Ltd., Lethbridge, Alta.	444,732 00	Jan. 31, 1950
Red Deer, Alta.	Construction of Dominion Public Building.	Hornstrom Bros., Calgary, Alta.	361,468 00	Feb. 8, 1950
Harrison Hot Springs, B.C.	Construction of float and approach.	Fraser River Pile Driving Co. Ltd., New Westminster, B.C.	11,245 91	Dec. 13, 1949
Metlakatla, B.C.	Wharf construction.	Skeena River Piledriving Co., Prince Rupert, B.C.	10,126 62	Oct. 27, 1949
Phipps Point, B.C.	Wharf improvements.	Albert J. Savoie, Hornby Island, B.C.	22,010 00	Nov. 28, 1949
Sturdies Bay, B.C.	Wharf extension.	Pacific Pile Driving Co. Ltd., Victoria, B.C.	15,411 90	Dec. 1, 1949
Dingwall, N.S.	Dredging.	J. P. Porter Co. Ltd., Montreal, P.Q.	115,000 00	"
Pictou, N.S.	Renovals and repairs to Dredge P.W.D. No. 9.	Pictou Foundry & Machine Co. Ltd., Pictou, N.S.	24,160 00	"
Dalhousie, N.B.	Dredging.	Felix Michaud, Buctouche, N.B.	12,333 75	"
Fraser River, B.C.	Dredging, Douglas Island Channel.	British Columbia Bridge & Dredging Co. Ltd., Vancouver, B.C.	58,750 00	"
Department of Transport				
Cartierville Airport, P.Q.	Alterations to control tower.	J. L. E. Price & Co. Ltd., Montreal, P.Q.	4,950 00	Dec. 8, 1949
Montreal, P.Q.	Decking and grating, Weir No. 3, Seigneur St.	Lord & Cie Ltée., Montreal, P.Q.	33,204 00	Jan. 25, 1950
Ville St. Pierre, P.Q.	Decking and grating, Bascule Bridge No. 7.	Lord & Cie Ltée., Montreal, P.Q.	"	Jan. 25, 1950
Windsor, Ont.	Construction of instrument landing facilities.	Sterling Construction Co. Ltd., Windsor, Ont.	20,526 50	Sept. 15, 1949
Broadview, Sask.	Construction of dwelling and garage.	Bird Construction Co. Ltd., Moose Jaw, Sask.	22,483 50	Dec. 8, 1949

* The labour conditions of these contracts contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.

LABOUR LAW

Recent Regulations Under Provincial Legislation

In Quebec, the Minimum Wage Order which provides for a stamp system of holiday-with-pay credits for construction workers in Montreal and vicinity has been extended to cover the Hull area.

¶In Saskatchewan, new regulations have been made governing the welding of boilers, pressure vessels and pressure piping.

¶British Columbia has extended the types of employment in which two industrial diseases may be compensated. ¶The first regulations have been issued under the Newfoundland Mothers' Allowances Act.

British Columbia Hospital Insurance Act

By an Order in Council of February 4, gazetted March 2, a regulation was made under Section 27 of the above Act, which permits regulations to be made to enable the Hospital Insurance Commissioner and the Workmen's Compensation Board to enter into an agreement for the purpose of co-ordinating the benefits available under the Workmen's Compensation Act with the general hospital services provided under the Hospital Insurance Act, thus preventing the duplication of services.

The Order permits an agreement providing for the payment for in-patient hospital care rendered to injured workmen during 1949. The Workmen's Compensation Board or other agency approved by it is required to pay to the Commissioner \$8.50 a day for the care of an injured workman for such time as he requires hospitalization. On receipt of this payment, the Commissioner must pay to the hospital an amount computed for the same number of days at the daily rate which is paid to the hospital on behalf of a beneficiary under the Act.

The Workmen's Compensation Board is liable for payment to the hospital for any medicine, treatment or services which are not included in the benefits provided under the Hospital Insurance Act.

By another Order in Council made on February 4, and gazetted on the same day as the above; the Commissioner, at the end of any period, may make adjustments in the daily rates paid to hospitals throughout the period as he considers necessary to reimburse the hospitals for the cost of providing the general hospital services rendered to beneficiaries.

British Columbia Workmen's Compensation Act

Two changes, effective from March 1, have been made in the schedule of industrial diseases under the Workmen's Compensation Act.

Pulmonary tuberculosis contracted in employment in any branch of the Victorian Order of Nurses will be compensated, as the result of a regulation of the Workmen's Compensation Board of February 16, gazetted February 23. The employee, however, must have been free from evidence of tuberculosis before engaging in this employment. Under previous Board regulations, pulmonary tuberculosis is compensatable when it is contracted in any employment in a hospital, sanatorium or clinic under the Act.

The industrial disease described as "cutaneous, circulatory or blood-cell lesions or physiological endocrine change" will be compensated when it is contracted in any operation where radium is used in a hospital under the Act by an Order of the Board of March 20, gazetted March 23. This disease is also compensatable, as formerly, when contracted from any X-ray apparatus operated in an industry or in a hospital under the Act.

Newfoundland Mothers' Allowances Act

General regulations, effective from February 1, have been made under the Mothers' Allowances Act, 1949, by an Order in Council of February 11, gazetted February 21.

The Act provides for the payment of a monthly allowance to a mother who has in her care one or more children under 16 years of age and who is a widow; a woman

who has been deserted by her husband, or divorced or separated from him for at least two years and from whom she can obtain no support; or a woman whose husband is unable to support her because he is incapacitated or an inmate of a hospital or penitentiary. Under similar circumstances, an allowance may also be paid to an incapacitated father who is left with the care of his children. Where a mother is eligible for an allowance and her husband is incapacitated, the Act permits an allowance to be granted with respect to her husband as if he were a dependent child, until the youngest child becomes 16. A foster-mother caring for orphan children is also eligible for an allowance.

"Child" is defined in the regulations to mean a dependant under 16 and also an incapacitated child under 21.

Every applicant for an allowance must complete application forms approved by the Director of Mothers' Allowances and furnish evidence and proof of her claim as are required by the Director or by the Mothers' Allowances Board.

The regulations provide for a maximum allowance of \$300 a year for a mother and one child and \$60 a year for each additional child. The maximum annual allowance payable is the allowance in respect of a mother and family of seven children (\$660 a year) but the Board may grant an additional allowance not exceeding \$20 a month if, because of housing conditions, special diets, needs connected with education or other necessitous circumstances, the Board decides that the additional allowance is necessary for the proper maintenance of the family.

The maximum annual outside income allowed is \$440. If outside income is in excess of \$440, the maximum annual allowance will be reduced by the amount of the excess. To determine the maximum amount of outside income, the Board must take into account all resources of the recipient, including wages, alimony, court orders for maintenance, income except family allowances, and the reasonable value of free board and lodging.

An allowance will not be paid to a mother, father or dependent child if their combined real or personal property exceeds a net value of \$2,500 if in a rural community or \$5,000 if in an urban district. Similarly, no allowance will be paid if their combined liquid assets are in excess of \$750. The Board may reduce, suspend or cancel the allowance payable in respect of a child who fails to attend school to the satisfaction of the Board and the Director may require a recipient to provide him with a school report signed by the teacher.

Special provisions are set out regarding payment of an allowance to an incapacitated father. Before the allowance is paid, he must undergo a medical examination by a competent medical practitioner and his incapacity must be established to the satisfaction of a medical referee appointed by the Board. However, for a period not exceeding six months the Board may accept the certificate of a qualified nurse. The Board may require an incapacitated father to be re-examined from time to time.

When a mother who is receiving an allowance re-marries, the allowance will not be continued beyond the end of the month in which the marriage takes place. An allowance will also be discontinued at the end of the month during which a child reaches 16 years, unless the child is attending school, in which case the allowance is to be paid until the end of the school year. When a child or incapacitated husband in respect of whom an allowance is paid dies, payment will not be continued after the last day of the month in which the death occurs.

If the Board considers that a mother or father of a child in respect of whom an allowance is to be paid is not a fit person to care for him, it may pay the allowance to a guardian or other person chosen by the Board.

The recipient must promptly inform the Director in writing of any changed circumstances which might disqualify her from receiving an allowance or alter the amount which she would be entitled to receive.

Ontario Public Vehicle Act

General regulations under the 1949 Act (O. Reg. 45/50) were made on March 2, and gazetted March 18. As before, a driver of a public vehicle must be at least 18 years of age, of good moral character and competent to operate the vehicle under his charge. An applicant for an operating licence must file with the Department of Highways a certificate of the Workmen's Compensation Board certifying that he has provisionally complied with the Workmen's Compensation Act. The holder of a licence is required to keep a record of the hours of labour of all drivers.

Quebec Minimum Wage Act

The coverage of Order 3A (L.G., 1950, p. 87), which provided for a stamp system of holiday-with-pay credits for workers in the building construction industry on the Island of Montreal and vicinity, has been extended to cover construction workers in the city of Salaberry-de-Valleyfield and in

the city of Hull and surrounding district by an Order in Council (No. 256) of March 2, gazetted March 11.

The Order, as amended, covers Hull and the territory within a 10-mile radius, municipalities partly included within the 10-mile radius, and the cities and towns of the electoral districts of Hull, Gatineau, Papineau, Portiac and Temiscamingue. Other municipalities in these electoral districts, except those totally or partially included within a radius of 10 miles of Hull, are also covered wherever construction contracts amounting to \$75,000 or more are carried out.

As before, the Montreal zone includes the Island of Montreal and a fifteen-mile radius, excluding the counties of St. John and Iberville. The city of Salaberry-de-Valleyfield has now been added to this zone.

The Order provides that in the Montreal and Hull zones a workman whose employment is not continuous with one employer throughout the vacation-with-pay credit period, that is, from May 1 to April 30, is entitled to a vacation-with-pay credit of 2 per cent of his earnings from each employer. The employer is required to affix credit stamps on each pay day in the workman's vacation-with-pay stamp book.

Saskatchewan Boiler and Pressure Vessel Act

New regulations designed to ensure greater safety in the welding of boilers, pressure vessels and pressure piping were made on February 24, 1950, gazetted March 4 (O.C. 353/50).

The regulations apply to all welding done in connection with the construction, alteration or repair of any boiler, pressure vessel or pressure piping which is subject to inspection under the Boiler and Pressure Vessel Act, 1948.

These regulations provide for the annual registration of all persons engaged in welding boilers, pressure vessels or pressure piping, and set out in detail the responsibilities of manufacturers and welders for the quality of the welding done. Other provisions deal with inspections, welders' qualification tests and fees. Requirements are laid down for repairs to high pressure boilers and pressure vessels and low pressure heating boilers.

Every manufacturer, contractor, or other person who welds or employs any person to do welding is required to apply to the Boiler Inspection Branch of the Department of Labour for registration of every welder, giving full particulars as to the class and position of welding for which he has been qualified. Such registration is to be

renewed annually. Upon registration, every qualified welder is allotted a symbol which he must stamp upon all work done by him.

A welding shop operator or a person who welds or employs welders must be responsible for the quality of the welding done. Before any welding operations are commenced, he must conduct approved welding procedure tests in accordance with the requirements of the code of the American Society of Mechanical Engineers pertaining to boilers and pressure vessels and of the code of the American Standards Association for pressure piping. Proof of these tests must be submitted to the Department for recording. He must arrange with the Boiler Inspection Branch for a welders' qualification test or obtain approval for an equivalent test witnessed by an inspector and meeting the requirements of the ASME and ASA codes. If the work to be done is on new construction, he must ascertain that the design of the vessel has been approved and registered by the Department.

No person may be registered as a welder unless he has passed a welders' qualification test. A welder is forbidden to do welding of a class or position for which he has not been qualified by test and for which he has not been registered.

Welders' tests must be prescribed by the Chief Inspector in accordance with the ASME and ASA codes as far as practicable and witnessed by an authorized inspector. If a welder fails in the test, he may undergo an immediate re-test consisting of two separate tests welds of any position on which he failed. If he again fails, he may take further tests after he has had additional training or experience satisfactory to the Chief Inspector. A welders' qualification test will be effective for 12 months, or for longer if approved by the Chief Inspector. However, a re-test may be required at any time if a welder is suspected of losing his proficiency. The Chief Inspector is empowered to determine whether or not an applicant has sufficient experience and knowledge to warrant a qualification test.

No welded repair may be made on a boiler or pressure vessel having a working pressure of more than 15 pounds to the square inch unless permission is first obtained from an inspector and, in the case of a boiler, the repair is witnessed by an inspector. Except with the inspector's permission, no welded repair may be made by other than the electric arc method. Regarding low pressure heating boilers, no welded repair may be made on any boiler having a working pressure of 15 pounds or less to the square inch except by a registered welder. However, the welder

need not be qualified by test unless required by an inspector. The welding of all pressure piping must be in accordance with the ASA code and must be done by a registered welder. All pipe welds, unless otherwise approved by an inspector, must be hydrostatically tested to twice the working pressure in accordance with the code. Except with the permission of an inspector, repairs made to any boiler or pressure vessel or piping must be left exposed until after inspection.

An inspector may inspect or re-inspect any welding job and may subject it to

hydrostatic or other tests which he considers necessary. On his recommendation, the Department may refuse to issue a certificate authorizing the operation of any boiler, pressure vessel or pressure piping, or the Minister may cancel a certificate already issued where it is found that welding has not been done in a proper manner, or where it has been done by a welder not qualified and registered in accordance with the regulations.

Fees are set for the registration of welding procedures and for welders' qualification and other tests.

Legal Decisions Affecting Labour

In two decisions, B.C. Supreme Court interprets labour relations legislation regarding second strike vote and authority of Board to define "members in good standing". ¶Saskatchewan Appeal Court, in a rehearing of the John East Iron Works case, quashes Labour Relations Board's orders on the grounds of an error in law on the face of the order. In a second Saskatchewan case the Court of King's Bench overrules a Board order directing a Regina firm to bargain collectively. ¶U.S. Federal District Court finds United Mine Workers Union not guilty of contempt charges.

B.C. Court prohibits second strike vote until after further conciliation procedure.

On January 24, 1949, Mr. Justice Wood of the Supreme Court of British Columbia awarded the plaintiff, a mercantile company, an injunction restraining the Retail Clerks Union, Local 279, and the British Columbia Labour Relations Board from taking or supervising, respectively, a second strike vote. The judgment made permanent the interim injunction granted to the company at an earlier hearing by Mr. Justice MacFarlane. In his ruling, Mr. Justice Wood held that a further effort to adjust differences through conciliation procedure must be made before a second strike vote may be taken.

In February, 1948 the defendant union, which is the certified bargaining agent for the company's employees in the Victoria store, requested the manager of the store to begin negotiations for a new collective agreement. Representatives of the company and the union met but were unable to come to terms. The union then requested a conciliation officer who was subsequently appointed but who failed to effect an agreement. On the recommendation of the conciliation officer, the Labour Relations Board appointed a conciliation board. The conciliation board filed a majority report with the Labour Relations Board on July 3, 1948. The report was accepted by the union and rejected by the

company which put into effect for the Victoria store certain retroactive increases in pay which had been granted to employees in others of its stores during the negotiations. These increases did not meet the findings of the majority of the Board whose report covered other matters as well. On August 20, the union took a strike vote which was supervised by the Board as required by Section 72 of the Industrial Conciliation and Arbitration Act. A majority of the employees voted not to strike.

On September 13, the union announced that a new vote would be taken on September 15, to decide whether the employees affected were prepared to take strike action if necessary to compel the company to accept the award handed down by the conciliation board. The Labour Relations Board was asked to supervise this vote. The Board took the view that Section 72 (1) of the Act required them to supervise the vote and they prepared to do so. The company sought an injunction restraining the union from taking the second strike vote and the Labour Relations Board from supervising it, on the grounds that one vote having been taken and having been against strike action, another strike vote could not be taken by the bargaining agent until the requirements of the Act had been again complied with as upon a fresh dispute.

On September 14, an interim injunction was granted by the Supreme Court with Mr. Justice MacFarlane presiding. In a judgment given on October 8, 1948, Mr. Justice MacFarlane ruled that the injunction be continued until the trial of the action. Stating that he was in no way dealing with the merits of the action, His Lordship observed:—

This is a new statute and there is nothing in the statute which expressly says that, when one strike vote is taken, a subsequent vote shall not be taken. If there is any doubt, the point should be settled, not only as a matter of deciding the issue here, but so that for the public generally there will be no doubt as to what the Legislature meant. The contention of the plaintiff company is one which relies for its force on one view of the interpretation of a statute, which not only outlines a public policy of handling industrial disputes and methods of conciliation but a statute which both interests and affects a large proportion of the population of the province.

In the trial of the action, Mr. Justice Wood reviewed Sections 29, 31A, 31B and 72 of the Industrial Conciliation and Arbitration Act, 1947 as being relevant to the case. These sections provide that collective bargaining negotiations and a report of a conciliation board must precede a strike or lockout. Further, Section 31A provides that "... no person shall declare or authorize a strike and no employee shall strike until after a vote of the employees in the unit affected as to whether to strike or not to strike has been taken and the majority of such employees who vote have voted in favour of a strike". Section 31B has similar provisions for lockouts.

Section 72 (1) reads:—

In the case of a vote under Section 31A or 31B, the vote shall be by secret ballot, and the Labour Relations Board or a person appointed by it shall supervise the taking and counting of the vote; and in the case of any other vote under the provisions of this Act, the Labour Relations Board may direct that the vote shall be by secret ballot, and the Labour Relations Board or a person appointed by it may thereupon supervise the taking and counting of the vote.

There is nothing in the statute which prohibits employees and employers from voting as often as they wish either with regard to strikes or otherwise, His Lordship stated.

It was urged by the union's counsel that the proposed vote was not to be taken under the Act, that Sections 31A and 31B had nothing to do with the delay procedure provided for in the Act and that Section 31A was merely to prevent a union calling out members when they do not wish to strike.

In considering this point, Mr. Justice Wood stated:—

In my view, however, the proposed vote, if taken, will be taken as a supervised vote under the provisions of the statute. A supervised vote in favour of a strike is by virtue of Section 31A a condition precedent to a strike and, if this vote can now be taken and is favourable, a strike may then legally be called. It is to be noted that the same applies to a lockout.

His Lordship continued:—

The Labour Relations Board is authorized to do merely those things which are contained in the statute. That statute does not authorize it to supervise one vote after another whether of the employees or of the employers until the party wishing such a vote finally obtains one that satisfies him. The Act was passed for the purpose of securing industrial peace. . . . Such successive voting is not conducive thereto but rather to continuous disturbance.

The Court pointed out that conditions may have changed since the original bargaining commenced. A new conciliation board might make a finding which would be acceptable to both parties or the matter might be adjusted by agreement. In concluding, Mr. Justice Wood stated:—

In my view, the Act contemplates that, before a second supervised strike vote be taken, a further effort be made to adjust the differences in this way.

F. W. Woolworth Co. Ltd. v. Retail Clerks Union, Local No. 279 and the Labour Relations Board (1948) 2 W.W.R. 883 and (1949) 1 W.W.R. 958.

Court holds that B.C. Labour Relations Board has authority to determine whether members of a union applying for certification as bargaining agent are "members in good standing" under the union's constitution.

The Supreme Court of British Columbia on August 22, 1949, dismissed the application of Local Union 468, Bakery and Confectionery Workers International Union of America for a court order to require the British Columbia Labour Relations Board to certify Local 468 as the bargaining authority of the employees of a Vancouver firm said to be engaged in the manufacture of bakery and confectionery products.

Mr. Justice Whitaker in giving judgment outlined the events leading up to the application for a court order. On June 8, 1949, Local 468 filed an application for certification with the Board. On June 21 the Board rejected the application and in a letter of July 27 advised the Local that "should the employer resume manufacturing and employ persons who may, pursuant to the constitution of the Union, be accept-

able into membership, then the Board will be willing to receive and consider a new application for such employees".

On July 27 the Board certified another union, Local 31 of the General Truck Drivers and Helpers Union, as bargaining authority for the firm's employees. Notwithstanding this, Local 468 claimed the right to be certified, urging that it had, as members in good standing, a majority of all employees, and contending that the Board exceeded its authority in presuming to determine jurisdiction as between rival unions.

His Lordship then examined the obligations placed on the Labour Relations Board by the Industrial Conciliation and Arbitration Act in respect to certification of a bargaining agent. The Act provides that when a labour organization applies for certification, the Board shall first determine whether the unit is appropriate for collective bargaining, and then decide whether the majority of the employees in the unit are members in good standing of the applicant organization. If the Board is satisfied on both these points, it must certify the union as the bargaining authority; if not, it must reject the application, and may designate the length of time, not exceeding 90 days, that must elapse before a new application by the same applicant will be considered. The Act further provides that if a question arises as to whether a person is a member in good standing of a trade union, the Board shall decide the question, and the Board's decision is final. The Board is authorized by another section of the Act to direct an applicant union to file with the Board a copy of its constitution and by-laws.

In the case of Local 468, the Board's reasons for rejecting the application were set out in a letter to the union dated June 20. The letter stated that the Board after studying the investigator's report and after having heard the representations of all interested parties, rejected the application because it was not satisfied that a majority of the employees were members in good standing of the union. The reason it was not satisfied that the employees were "in good standing" was that the local union had failed to show it had jurisdiction. The Board reached this conclusion after examining the union's constitution.

Article 2, Section 1 of the constitution of the Union reads as follows:—

The Bakery and Confectionery Workers' International Union of America shall exercise and maintain jurisdiction over all workers employed in the manufacture of (1) all bakery products, such as bread, rolls, cake, pie, biscuit, crackers, pretzels, pastries and matzos; (2) confectionery products, such as ice cream, candies and

sweets of every description, including candied fruits and preserves; (3) all macaroni and paste products; (4) kindred products. Jurisdiction begins with the loading platform and extends into the plant or shop.

By Article 20, Section 1, membership is restricted to those employed or seeking employment in an industry under the trade and geographical jurisdiction of the International Union.

Mr. Justice Whittaker found that the Board in this case was acting within its authority. He upheld the Board's contention that it may investigate the type of business carried on by the employer, and may examine the constitution of the applicant union and may decide whether the employees in a particular unit in view of the type of work in which they are engaged are competent to be members in good standing of the applicant union, taking into consideration the limited trade jurisdiction of the union as set out in the constitution. He concluded:—

It is obvious that an employee can only become a member in good standing of a union if the constitution permits him to become a member. Mere acceptance of an application for membership and payment of dues do not constitute membership if the employee is not eligible for membership under the constitution. . .

It is, of course, not open to me to inquire as to the merits of the Board's decision.

Local 468, Bakery and Confectionery Workers International Union of America v. Labour Relations Board, British Columbia; re Scott-Bathgate Ltd., unreported.

Labour Relations Board's reinstatement order quashed in Saskatchewan Appeal Court on grounds that Board did not properly assess monetary loss suffered by dismissed employees.

Upon the direction of the Judicial Committee of the Privy Council, the John East Iron Works case which has been reviewed from time to time in the *LABOUR GAZETTE* was returned to the Saskatchewan Court of Appeal for a rehearing.

On April 4, 1949, the Appeal Court quashed the orders of the Saskatchewan Labour Relations Board requiring the company to reinstate five employees in their employment and to pay each of them \$200.80, the monetary loss suffered by reason of their dismissal. In delivering the judgment, Mr. Justice MacDonald held that the Court could set aside the Board's order as there was an error in law in the Board's assessment of the monetary loss suffered by the employees.

The Labour Relations Board's orders for reinstatement were made after the United

Steel Workers of America, Local 3493, complained that the company had been guilty of unfair labour practices under the Saskatchewan Trade Union Act. The Board found that the company had discriminated against each of the five employees in regard to the tenure of their employment with a view to discouraging membership in or activity for the trade union. The company applied for a writ of *certiorari* to remove or quash the Board's orders.

His Lordship briefly reviewed the two previous decisions given on this case, by the Saskatchewan Court of Appeal (L.G., 1948, p. 60) and by the Judicial Committee of the Privy Council (L.G., 1948, p. 1441). On December 15, 1947, the Court of Appeal quashed the Board's orders, holding that Section 5 (e) of the Trade Union Act which purported to give the Board power to make orders for reinstatement was *ultra vires* of the Legislature of Saskatchewan since it was

legislation setting up a Supreme, District or County Court or a tribunal analogous thereto, the judges and members of which are not appointed by the Governor General of Canada in Council, and as purporting to confer judicial power on a body not so appointed.

The Judicial Committee of the Privy Council, in reversing this decision, on October 13, 1948, held that such jurisdiction exercised by the Board was not *ultra vires* of the Saskatchewan Legislature. The question of the constitutionality of the Act having been established, the case was, as noted above, returned to the Saskatchewan Court of Appeal for a rehearing on the other grounds raised by the company.

The case remained to be tried on the grounds (1) that there was a fundamental error in law in the Board's assessment of the monetary loss suffered by the discharged employees; and (2) that the Chairman of the Board acted with bias in the proceedings.

In dealing with the first point, the Court noted that the Board, in giving the reasons for the issuance of its orders, stated that each employee, had he been employed continuously by the company at the regular rate of wages from May 23, 1947, when he ceased receiving wages, until the date of the decision, would have received the sum of \$200.80. "Therefore", the Board stated, "that sum represents the monetary loss suffered by each employee by reason of his discharge".

Mr. Justice MacDonald pointed out that the Board had assumed that the only question for its determination of the monetary loss suffered was the amount of wages the employee would have earned between the relevant dates, irrespective of any other consideration. This, in the Judge's opinion, clearly ignored the principle of law appli-

cable in such cases that it is the duty of a discharged employee to minimize his loss as far as reasonably possible. For all that appeared in the Board's reasons for judgment, each employee may have been otherwise employed during the period in question or might have been so employed if he had looked for employment.

After reviewing previous decisions in which the question had arisen, Mr. Justice MacDonald stated that he was of the opinion that, where an employee sought damages for wrongful dismissal, the onus of proving that the employee took reasonable efforts to obtain other employment and failed to do so, was upon the employee, and not upon the company, as the Board contended. However, he stated that the question of onus of proof did not arise in this case.

In proceedings before the Board, His Lordship considered that it was the duty of the Board to find all the material facts. Unlike proceedings in a court, in Board hearings there is no plaintiff, no defendant, or no pleadings. The Board and each of its members have the powers of a commissioner under *The Public Inquiries Act*. The Court found that the Board did not say that no evidence of other employment or of neglect to seek other employment was given or available; the Board merely applied "its self-made formula" for determining the monetary loss. Mr. Justice MacDonald said that since, under the Act, the Court "is bound absolutely by the findings of the Board", it was the duty of the Board not only to find the necessary facts but also to record them. The courts would then be in a position to determine whether the facts so justified the Board's conclusion. In this case the Board should have considered all questions that might affect the quantum of the monetary loss.

The Board contended that the Court was bound by the findings, both as to law and fact, of the Board. The company argued that the Court is bound by the findings of fact, but not by the findings of law. His Lordship reviewed many previous decisions in which a similar point was at issue, and concluded:—

I am therefore clearly of opinion that this Court can set aside the order in question herein, as there is an error in law apparent on its face.

This conclusion of the Court was based on the assumption that the Board had jurisdiction to find the amount of the monetary loss suffered by the discharged employee. Mr. Justice MacDonald questioned this assumption. He pointed out that although the Board is empowered to make an order requiring an employer to pay a discharged employee the monetary

loss suffered by him, it is not expressly stated in the Act that the Board can fix or determine the amount of such loss. In the Privy Council decision, it was stated that the jurisdiction of the Board under Section 5 (e) of the Act "is not invoked by the employee for the enforcement of his contractual rights; those whatever they may be, he can assert elsewhere". Mr. Justice MacDonald continued:—

It seems to me that this means that while the Board may require an employer to pay the monetary loss suffered by a discharged employee, yet, in order to fix, determine, or recover the amount thereof, the employee must have recourse to the Courts.

This interpretation, he considered, was consistent with the Privy Council's view that the Board's jurisdiction does not conform to that possessed by a superior, district or county court.

The Court then dealt with the second ground on which the company based its application for quashing the Board's orders, namely the alleged bias of the Chairman of the Board. Mr. Justice MacDonald found that the facts stated did not, in his opinion, show any bias on the part of the Chairman. With respect to the company's contention that the Chairman had shown bias in producing certain evidence at the hearing before the Labour Relations Board, the Court was of the opinion that it was the duty of the Board to inquire into and find all the facts necessary to the determination of the questions before it.

Mr. Justice MacDonald made mention of the third ground raised by the company in its application to the Court; namely the question of the jurisdiction of the Board to make an order. His Lordship stated that there is no provision in the Act forbidding an employer to discharge an employee. He pointed out that from certain provisions in the Act regarding unfair labour practices and powers of the Board to order reinstatement and payment of wages it might be argued that by necessary implication the discharge of an employee is contrary to the Act. At common law, however, if rights cannot be conferred by implication, neither can they be taken away. His Lordship gave no decision on this point because he had already found the orders of the Board bad for other reasons.

In quashing the orders without the actual issue of a writ of *certiorari*, His Lordship awarded the Board costs except the costs of the constitutional issue which, by the Privy Council decision, were awarded to the company. *In re the Trade Union Act, 1944, John East Iron Works Ltd., v. Labour Relations Board of Saskatchewan, et al.* (No. 3) (1949) 1 W.W.R., 842.

* * *

On May 19, 1949, the Labour Relations Board applied to the Saskatchewan Court of Appeal for leave to appeal this decision to the Supreme Court of Canada. The Board contended that leave to appeal should be granted because the judgment dealt with matters "of great public importance".

Chief Justice Martin, however, recalled that the Chairman of the Board in a statement for publication had previously referred to the two points of the case on which the Court of Appeal ruled as of "decidedly minor consequence". Further, His Lordship stated he could not agree with the Board's argument that the Court should assume that other matters, in addition to the wages each employee would have received, had been considered by the Board. No notice had been taken by the Board of the evidence concerning at least one employee that he had earned certain wages during the period of dismissal. The Judge affirmed that the Board's orders were bad on the face of them, and dismissed the application to appeal with costs. *In re Trade Union Act, 1944, John East Iron Works Ltd. v. Labour Relations Board of Saskatchewan* (No. 4) (1949) 2 W.W.R., 39.

* * *

On June 24, 1949, the Supreme Court of Canada dismissed an application by the Saskatchewan Labour Relations Board for leave to appeal the Court of Appeal's decision.

Court finds that Saskatchewan Labour Relations Board failed to take proper steps to determine majority support of union seeking certification—Board order quashed.

The Saskatchewan Court of King's Bench, on July 20, 1949, quashed an order of the Saskatchewan Labour Relations Board directing an employer to bargain collectively with a certified bargaining agent. The Court's ruling was based on the manner in which the Board conducted a hearing in reaching its decision.

A taxi-cab company in Regina brought the issue before the Court on the grounds that the Board did not allow them a fair opportunity to contradict the evidence on which the Board based its certification of the union as the bargaining agent of the company's employees, and that the Board was biased in favour of the union.

Mr. Justice Brown in his judgment referred first to The Saskatchewan Trade Union Act, 1944, Section 15, which provides that:—

There shall be no appeal from an order or decision of the board under this Act, and the board shall have full power to determine any question of fact necessary

to its jurisdiction, and its proceedings, orders and decisions shall not be reviewable by any court of law or by an *certiorari*, *mandamus*, prohibition, injunction or other proceeding whatsoever.

He pointed out that while the Board in the performance of its duties, even those of a judicial character, is free to proceed informally and may adopt a system of procedure which does not conform to the usual practice of the courts of law, there is an obligation on the Board "to act strictly within the ambit of its jurisdiction and to see that in the conduct of its work within the ambit of its jurisdiction it acts in fairness to all parties concerned, free from bias and partiality". Notwithstanding the section of the Act quoted above, the courts may interfere where the Board in the conduct of its work fails to act fairly, impartially and without bias. In support of this view, His Lordship cited several prior judgments and quoted Lord Loreburn in *Bd. of Education v. Rice* (1911), A.C. 179:—

Comparatively recent statutes have extended, if they have not originated, the practice of imposing upon departments or officers of State the duty of deciding or determining questions of various kinds. In the present instance as in many others, what comes for determination is sometimes a matter to be settled by discretion, involving no law. It will, I suppose, usually be of an administrative kind; but sometimes it will involve matter of law as well as matter of fact, or even depend upon matter of law alone. In such cases the Board of Education will have to ascertain the law and also to ascertain the facts. I need not add that in doing either they must act in good faith and fairly listen to both sides, for that is a duty lying upon every one who decides anything. But I do not think they are bound to treat such a question as though it were a trial. . . . They can obtain information in any way they think best, always giving a fair opportunity to those who are parties in the controversy for correcting or contradicting any relevant statement prejudicial to their view. Provided this is done, there is no appeal from the determination of the Board. . . . The Board is in the nature of an arbitral tribunal, and a Court of law has no jurisdiction to hear appeals from the determination either upon law or upon fact. But if the Court is satisfied either that the Board have not acted judicially in the way I have described, or have not determined the question which they are required by the Act to determine, then there is a remedy by *mandamus* and *certiorari*.

There was no lack of jurisdiction in the present case, since the Board clearly has authority under the Act (s. 5 (b)) to make an order "determining what trade union, if any, represents a majority of employees in an appropriate unit of employees". The complaint related to the conduct of the inquiry, which the Board was called on to make in deciding whether the union applying for certification represented a majority of the employees of the company.

According to the affidavits filed by the company, and the union (the latter being a statement made by the Vice-Chairman of the Board in support of the Board order and describing the Board's practice and procedure), the steps leading up to certification of the union were found to be as follows: On July 26, 1948, the union applied to the Board for certification, claiming that it represented a majority of the employees. The company filed a reply with the Board, stating that the majority of these employees did not desire the applicant to be certified, and had signed union cards under false representations. The Board held a hearing on August 13, 1948, at which 12 of the 19 employees of the company testified. They stated

that they had been approached individually and one at a time, out of the hearing and presence of any of their fellow drivers employed by the firm, by one Jones, acting on behalf of the union, who tried to persuade them to join the union by telling each one of them that all the rest of the drivers had already joined up and by threatening them individually that if they didn't also join, then they would lose their employment . . .

The result of the hearing was that the union withdrew its application at the suggestion of the Board.

On January 26, 1949, the union made a further application to the Board claiming a majority of employees and filing "dues authorization cards" in support. The company filed a reply recalling the circumstances surrounding the previous application and stating further "The company now has some evidence that this union has, through its agents, renewed their activities along the same lines, using threats that the men would lose their jobs if they didn't sign up with the union, in addition to the tactics already sworn to before the Board". The application came before the Board for hearing February 16, 1949. The Chairman of the Board stated that the union's case was already before the Board by reason of the material (union cards) which had been filed by the union.

It is the practice of the Board, according to the statement of its Vice-Chairman, that the names of the initial applicants authorizing the union to act in any application for certification of a union requested on their behalf be not disclosed to the employer or the public and are a confidential record of the Board, but in those cases where some question has been raised by an interested party on an application for certification it is the practice of the Board to hear such representation and any reply that any other interested party might wish to make to it in public. The company was accordingly given no opportunity of knowing what the

evidence filed by the union was, but had the privilege of making representations to the Board at the hearing and of bringing witnesses or filing affidavits.

The company's counsel asked that all the drivers be called before the Board to tell their own story, or, in the alternative, that the Board conduct a vote under The Trade Union Act. The Board was not prepared to take either of these steps, but indicated that it was ready to hear any evidence the counsel could produce that there had been duress and misrepresentation by the union's agents. The counsel obtained an affidavit from one of the company's employees to be filed with the Board on condition that the identity of the employee be revealed only to the Board. The counsel claimed that the Board should accept this affidavit in the same way as it had accepted evidence from the union. The Board would not accept the affidavit as evidence unless it was made available to the union so that any issue raised might be answered, and voted unanimously for the certification of the union. The order to the company to negotiate automatically followed.

In discussing the manner in which the Board conducted the hearing, Mr. Justice Brown said:—

The Board, under the circumstances of this case, was called upon "to have a hearing" for the purpose of "determining" whether or not a majority of the employees of the company wished to have this union certified as their bargaining agent. In reality there was no hearing within the meaning of the word. There was an argument but that was all. The burden of proof was on the union to establish the fact that a majority of the men desired to be unionized but no evidence of any kind was given at the so-called hearing.

To treat union cards as confidential and as evidence in the case, and to reject the affidavit brought forward by the company, savoured too much of bias and partisanship, His Lordship said. Furthermore, since there was some evidence that the union cards did not truly represent the wishes of those signing them this was a case where the ballot should have been used as the simplest, fairest and safest way of settling the matter.

I find myself compelled to say that in the light of the material before me the Board, throughout this so-called hearing, utterly failed to display evidence of good faith and fairness and impartiality to either the company or its employees. The Board appeared to act as if it were in league with the union and was determined to unionize the employees whether or not the company or a majority of the employees desired such a result.

The court accordingly quashed the Board's order directing the company to negotiate

with the union. The company was awarded the costs of the action. *Capital Cab Ltd. v. Canadian Brotherhood of Railway Employees and Other Transport Workers, Division 186. [1950] 1 D.L.R., 184.*

* * *

An application of the Saskatchewan Labour Relations Board for an extension of time to appeal this decision was dismissed on September 7, 1949.

U.S. United Mine Workers Union not guilty of contempt charges. Government's contention that union did not take appropriate action to stop the strike held unproved.

On March 2, 1950, Judge R. B. Keech in the Federal District Court, Washington, D.C., ruled that the international union, the United Mine Workers of America, was not guilty of civil or criminal contempt of court. The Court found that the United States Government had failed to prove its charge that the union had "knowingly, wilfully, wrongfully and deliberately disobeyed and violated" a temporary restraining order issued by Judge Keech on February 11, 1950, enjoining the UMW from continuing the coal strike.

[On February 9, the Federal District Court, on the petition of the National Labour Relations Board for an injunction, held that certain demands of the union constituted unfair labour practices. These demands were: (1) a closed or union shop before the union has won a union-shop authorization election in accordance with Taft-Hartley Act requirements; (2) a welfare fund whose benefits are payable to union members only; (3) that union members have to work only when they are "willing and able" to do so and need not work during "memorial periods". On February 11, Judge Keech accordingly issued an injunction, under the Labour-Management Relations Act of 1947, restraining the union from insisting on these demands by strike action and directing the union "to take all appropriate action . . . to ensure that . . . all members of the said union . . . cease the said strike to return to their employment. . . ." The union sent telegrams and letters and other communications to its district and local branches and members, instructing the miners to return to work. When the miners failed to return to the coal pits, the Government started contempt of court action against the union. On February 20, on petition from the Government, Judge Keech issued a "show cause" order directed at the union, giving it until February 24 to clear itself of the

contempt charge by getting the striking miners back to work. However, the miners remained away from work, refusing to return without a contract. The injunction which was issued for a ten-day period was extended for a further 10 days, until March 3.]

The Court reviewed the Government's specific charges against the union; (1) that after the restraining order, the union did not bring the strike in the bituminous coal mines to an end, nor did the union cease from engaging in, permitting or encouraging the strike; (2) that the union, acting through its officers, agents, servants and employees did not take all appropriate action to stop the strike; (3) that the union caused and engaged in the strike, interfered with and affected the orderly continuance of work and was engaging in a course of action which was interfering with the court's jurisdiction and which would obstruct the determination of this case by the court; (4) that the strike, which began on February 6, continued uninterruptedly until the time of the petition; and (5) the union violated the temporary restraining order of February 11 and is, for this reason, in contempt of court.

The Judge pointed out that the defendant in a criminal contempt proceeding has the same protection as the defendant in any other criminal case. He is presumed innocent until proved guilty and the party seeking to convict him must prove him guilty beyond a reasonable doubt. In civil contempt cases, proof need not be beyond a reasonable doubt but guilt must be proved *by clear and convincing evidence* and not by a mere preponderance of evidence.

The court concluded, after applying these principles, that the Government had failed to prove its charges that the union had knowingly, wilfully, wrongfully, and deliberately disobeyed and violated the temporary restraining order.

The Judge said the record showed that approximately 370,000 members of the union were on strike and continued to strike up to the time of the Court hearing. He referred to the 1948 contempt case against the UMW in which the union was found guilty on the theory that "as long as a union is functioning as a union it must be held responsible for the mass action of its members" (L.G., 1948, p. 554). However, in the present case, the judgment stated,

the facts disclosed by the record in this case do not prove—either beyond a reasonable doubt or by clear and convincing evidence—that there has been wilful contempt of this court's order on the part of the union, by the action which it has taken or by the action which it has failed to take.

He pointed out that the difference between the 1948 contempt case and the present proceedings is that, in the former case, it was shown that the union "had made no attempt to restore normal production". He cited a statement of the United States Court of Appeals for the District of Columbia that the union would not have been found guilty of contempt in the 1948 case had its president sent back-to-work telegrams earlier than he did.

The judgment stated that, in the present case, after the Court's order, telegrams, letters and other communications had been sent out by the union to its district and local branches and members instructing the miners to return to work. If such communications are to be ruled as constituting only a token compliance with the Court's order for action on the part of the union, then clear and convincing evidence must be presented to controvert the apparent good faith of such communications. Mere suspicion based on failure to obtain results is not enough. Further, there was no attempt made in this case to disprove the testimony that was made on behalf of the union that no union funds were used to aid striking miners since the restraining order was issued.

The Judge pointed out that the record showed only one affirmative action that the union might have taken, but omitted to take—namely the revocation of the charters of local unions which notified union headquarters that they had voted not to comply with the back-to-work order. Such a sanction was authorized by the union's constitution. In the Judge's opinion, however, this omission was not sufficient proof of either criminal or civil contempt nor did the record show that such action by the union would have been "appropriate" within the meaning of the injunction.

Judge Keech stated that it was possible that the strike had been "ordered, encouraged, recommended, instructed, induced or in some wise permitted" by methods not appearing on the record. However,

the Court may not convict by conjecture, being bound to act only on the evidence before it, which is insufficient to support a finding of either criminal or civil contempt.

U.S. v. International Union, United Mine Workers of America, et al. U.S. District Court, District of Columbia.

* * *

It is reported that the Attorney-General will appeal the civil contempt decision of the District Court to the Court of Appeals.

Supreme Court Judgment on Rentals Reference

The question, "Are the Wartime Leasehold Regulations *ultra vires* either in whole or in part and, if so, in what particulars or to what extent?" was referred by the Governor in Council to the Supreme Court of Canada under Section 55 of the Supreme Court Act. The Court held hearings from January 30 to February 3 and gave its answer on March 1. All seven judges were unanimous in giving the answer "no". Each judge prepared a written statement of his reasons for decision. This report summarizes briefly the Chief Justice's decision and brings out some additional points raised by the other judges.

The Chief Justice pointed out that the answer given by the Court is not a judgment binding on the Government, on Parliament or on individuals, but it is an opinion given on the material which appears in the Order of Reference—an opinion which would, however, be likely to be followed in a contested case where the same questions arose. The Court is not expected to look to outside evidence, but may take into consideration any fact which is of common or public knowledge.

He accordingly limited himself to the situation disclosed in the Order of Reference and the different declarations which appear in the successive Acts adopted by Parliament. He found that there is no doubt that under normal conditions the subject matter of rents belongs to provincial jurisdiction. There is equally no doubt that under abnormal conditions, such as the existence of war, Parliament may competently assume jurisdiction over rents. Notwithstanding the cessation of hostilities, Parliament has authority to continue such control as it finds necessary to ensure the orderly transition from war to peace. The Leasehold Regulations are, therefore, not *ultra vires*. This opinion is in line with precedents established by the Privy Council in the *Fort Frances* case (1923) A.C. 695 and the *Japanese Reference* (1947) A.C. 87, and the Supreme Court of Canada in the *Chemicals Reference* (1943) S.C.R. 1. He quoted Viscount Haldane, in the *Fort Frances* case, as follows:—

No authority other than the central Government is in a position to deal with a problem which is essentially one of statesmanship. It may be that it has become clear that the crisis which arose is wholly at an end and that there is no justification for the continued exercise of an exceptional interference which becomes *ultra vires* when it is no longer called for. In such a case the law as laid down for distribution of powers in the ruling instrument would have to be invoked. But very clear evidence that the crisis had wholly

passed away would be required to justify the judiciary, even when the question raised was one of *ultra vires* which it had to decide, in overruling the decision of the Government that exceptional measures were still requisite.

Mr. Justice Taschereau reached the same conclusion that the problem of whether an emergency still exists is essentially one of statesmanship. He held that the door to all judicial investigations is not closed, but that it is only with great caution that the courts will intervene. In summing up, he said:—

In the present instance, no evidence of any kind has been submitted to show that the emergency has disappeared and that normal conditions are now prevailing. On the contrary, common knowledge, to which it is surely permissible to appeal in a case of this kind, and the very valuable exhibits in the record which I have usefully consulted, to test the accuracy of the statements, lead me to the irresistible conclusion that an emergency still exists as an aftermath of the war.

Mr. Justice Kerwin traced the rental control regulations from the first order made on November 21, 1941 under the War Measures Act to the most recent orders of the Wartime Prices and Trade Board made in December, 1949 under authority of The Continuation of Transitional Measures Act, as amended in 1949. He concluded that "where a war emergency has existed and Parliament has enacted legislation declaring that the national emergency arising out of war, in certain aspects, has continued and is continuing, the subject matter of the legislation must be left to Parliament if it decides that the interests of the Dominion are to be protected."

Mr. Justice Rand pointed out that in considering the situation at the end of the war, it must be kept in mind that the Regulations themselves have played an effective part in producing it. He quoted from the Australian judgment in *Dawson v. The Commonwealth of Australia* (1946):—

The fact that the Regulations have been in operation itself creates an economic condition which may reasonably be thought to require their continued operation for some further period in order to bring about a gradual return to what might be called more normal conditions, instead of exposing the community to the consequences of a sudden and abrupt creation of what may be a legislative vacuum.

The people who would be exposed to the consequences of this "legislative vacuum" would naturally look to the Government originally responsible to take or continue reasonable measures.

Mr. Justice Estey emphasized that Parliament has clearly indicated that the legislation is of a temporary character. The Dominion has been pursuing a course of gradual decontrol and when the emergency no longer exists the legislation will be completely repealed. The temporary nature of the rentals legislation, together with the fact that it deals with conditions initially connected with the war, serves to differentiate it from the two statutes (The Board of Commerce Act and The Combines and Fair Prices Act) which were held to be invalid by the Privy Council in the *Board of Commerce* case (1922), 1 A.C. 191.

"The kind of evidence necessary to establish that the emergency calling for the exercise of the federal power has 'entirely' passed away is wholly lacking," Mr. Justice Kellock stated. It had been argued by one of the respondents that such evidence was provided by the statement in the Order of Reference that on October 23, 1948 the Minister of Finance had advised the premiers of each of the provincial governments that the Dominion Government was prepared to vacate the field to any province which might decide to undertake rent control. This offer did not constitute any admission that the need for Dominion-wide control of rentals had passed. If it had developed that the problem could have been dealt with by common action agreed upon by the provinces, it might have been that any further justification for the exercise of federal legislative jurisdiction would have

ceased. It did not so develop. Had one or more of the provinces undertaken to exercise rent control within their respective limits so as adequately to form the necessary links with Dominion legislation elsewhere in Canada the powers of the Dominion Government to maintain its legislation would not have been affected, in Mr. Justice Kellock's opinion.

The contention that the rental Regulations were outside of the powers vested in the Governor in Council by the War Measures Act was dealt with by Mr. Justice Locke. The contention was based on the grounds that the rental Regulations trench upon the powers of the legislatures of the provinces to exclusively make laws in relation to property and civil rights within their boundaries. He found the Regulations clearly within the language of the Act dealing with the appropriation, disposition and use of property. He found no suggestion in the present case that the legislation is colourable in the sense that Parliament might be said under the guise of legislation to authorize measures deemed necessary for the peace, order and good government of Canada as a whole, to be attempting to usurp provincial powers in respect of property and civil rights, or in the sense that the regulations are continued in force with any such object. *In the matter of a reference to determine the validity of The Wartime Leasehold Regulations*, Supreme Court of Canada, March 1, 1950.

UNEMPLOYMENT INSURANCE

Annual Summary of Decisions of Umpire Under Unemployment Insurance Act

The Hon. Mr. Justice Lucien Cannon, formerly a judge of the Superior Court of Quebec, was the first Umpire under the Unemployment Insurance Act, 1940. He resigned on account of illness at the end of February, 1949, and died in the City of Quebec, on February 14, 1950. During his term of office, he rendered 438 decisions on appeals and performed his duties with great distinction.

The late Judge Cannon was succeeded by the Hon. Mr. Justice Alfred Savard, also a judge of the Superior Court of the Province of Quebec, on April 12, 1949.

For the fiscal year ending March 31, 1950, the Umpire handed down 129 decisions (126 benefit cases and 3 coverage cases). Benefit cases appeals were from disqualification under the following sections of the Act:—

Voluntary leaving employment (Section 41 (1)).....	24
Refusal to apply for or accept employment (Section 40 (1))....	23
Not deemed to be unemployed (Section 27 (1) (a)).....	17
Labour dispute (Section 39).....	16
Not available for work (Section 27 (1) (b)).....	14
Misconduct (Section 41 (1)).....	8

Not capable of work (Section 27 (1) (b))	3
The remainder (Sections 28, 29, 31, 36 (6) of the Act and seasonal regulations)	21

Most of these cases were from the Provinces of Ontario and Quebec. Two were from the Province of Newfoundland.

Throughout the year, a number of oral hearings were presided over by the Umpire at which officers of various interested unions and officials of the Commission as well as claimants and their legal counsels were present. One important hearing was in connection with the case (CU-B 531) of a claimant who had lost his employment by reason of a stoppage of work due to a labour dispute between the Canadian Seamen's Union and the East and West Coast Canadian Ship Owners (L.G., April, 1950, p. 534). It served as a test case for a large number of seamen who had lost their employment by reason of the stoppage of work.

Another important case was that of Carmelle Ainsley and Florence Baron, *et al.* (CU-B 540) arising out of a labour dispute at the Paton Manufacturing Co. of Sherbrooke, P.Q. This case is given in this month's LABOUR GAZETTE, below.

Selected Decisions of Umpire Under the Unemployment Insurance Act

The following case, involving claims for benefit during a labour dispute, is considered to be of sufficient general interest to warrant the publication of the decision practically in full.

Held that in a labour dispute at the Paton Manufacturing Co. of Sherbrooke, P.Q., all the employees, other than the members of the weave room, who lost their employment between August 16, 1948, and September 1, 1948, by reason of a partial stoppage of work due to the said dispute, were entitled to benefit from the date of their claim to September 1, 1948, the date on which the partial stoppage of work became a total one; that as of September 1, 1948, all the employees covered by the bargaining agreement were subject to disqualification under Section 39 of the Act, for the duration of the stoppage of work.

DECISION:

The claimant filed a claim for benefit on September 1, 1948. She reported therein that she worked as a spinner in the spinning department of the Paton Manufacturing Company, Sherbrooke, P.Q., from December, 1944 to August 31, 1948, and that she had lost her employment on account of "lack of work due to strike in weave room department."

According to the submissions, the Paton Manufacturing Company in August, 1948, had in its employ 468 persons, 368 of whom were members of the "Association Nationale des employés de la Paton de Sherbrooke."

UMPIRE'S DECISIONS, APRIL 1, 1949 TO MARCH 31, 1950

	Claimants' or Associations' Appeals		Insurance Officers' Appeals	
	Upheld	Not Upheld	Upheld	Not Upheld
Newfoundland.....	1	1		
Prince Edward Island.....		4	2	
Nova Scotia.....		2		
New Brunswick.....	8	19	9	2
Quebec.....	16	16	18	1
Ontario.....	1	8	2	1
Manitoba.....	1		1	
Saskatchewan.....		1	1	
Alberta.....	2	4	6	
British Columbia.....				
Canada.....	29	55*	39	4

* Of these cases, 52 were Benefit Cases and 3 were Coverage Cases. An additional 2 cases were referred back to Courts of Referees for rehearing.

The factory is divided into 26 departments, one of which is the weave room. In the weave room there were 88 employees, 42 of whom were weavers and 12 others loom fixers.

The company and the Association on September 22, 1947, entered into an agreement which provided, *inter alia*, for the prompt establishment, of a production bonus plan in certain departments of the company where such plan was not already in operation. This agreement covered all the employees, except those paid by the week or by the month, the overseers, heads of departments, office staff and permanent guards, and was to expire one year later.

Irrespective of the dissatisfaction expressed by the weavers, the company decided to put the bonus plan into effect in the weave room, on a trial basis, as from August 16, 1948. As a result thereof, the weavers, on that date, refused to work under the new system and all but one walked out.

Following the weavers' action and in consequence thereof, a partial stoppage of work took place and from August 16 to September 1, 1948, the company was forced, due to the interdependence of the different departments, to lay off about a fifth of its employees. On September 1, 1948, a picket line was established and a full stoppage of work took place.

Upon the evidence before him, the Insurance Officer disqualified the claimant from the receipt of benefit under Section 39 (1) of the Act.

From this decision of the Insurance Officer, the claimant, on September 30, 1948, appealed to a Court of Referees, which heard the case in Sherbrooke, P.Q., on November 5, 12 and 13, 1948. A certain number of employees associated with the claimant in this appeal, as well as representatives of the company and officials of the union, attended the hearings. The

Court, except in the case of four claimants, unanimously reversed the decision of the Insurance Officer . . .

From the Court of Referees' decision whereby they removed the disqualification previously imposed upon the claimant and others, the Insurance Officer appealed to the Umpire on November 26, 1948.

From the decision of the Court of Referees disqualifying four claimants, the union also appealed to the Umpire on December 7, 1948.

Verbal representations were made to me, at an oral hearing held in Sherbrooke, P.Q., on June 20, 1949, by Mr. T. L'Esperance, solicitor for "l'Association nationale des employes de la Paton" and by the Commission's representatives, Lt.-Col. H. S. Relph, K.C., Chief Claims Officer and J. D. Durocher, one of his assistants.

Extensive briefs were submitted by Lt.-Col. Relph (July 11, 1949) and Mr. L'Esperance (December 20, 1949). The Canadian Congress of Labour, under the signature of Mr. N. S. Dowd, also made written representations (August 16, 1949), pointing out that it was refraining "from specific references to the appeal under review as it wished merely to urge that the Umpire's decision be limited to the case immediately involved, rather than be made a matter of general application."

The relevant section of the Act reads as follows:—

39 (1) "An insured person shall be disqualified from receiving benefit if he has lost his employment by reason of a stoppage of work due to a labour dispute at the factory, workshop or other premises at which he was employed unless he has, during the stoppage of work, become *bona fide* employed elsewhere in the occupation which he usually follows, or has become regularly engaged in some other occupation; but this disqualification shall last only so long as the stoppage of work continues.

(2) An insured person shall not be disqualified under this section if he proves

(a) that he is not participating in, or financing or directly interested in the labour dispute which caused the stoppage of work; and

(b) that he does not belong to a grade or class of workers of which immediately before the commencement of the stoppage there were members employed at the premises at which the stoppage is taking place any of whom are participating in, financing or directly interested in the dispute.

(3) Where separate branches of work which are commonly carried on as separate businesses in separate premises are carried on in separate departments on the same premises, each department shall, for the purpose of this section, be deemed to be a separate factory or workshop."

It is not disputed that the employees of the Paton Manufacturing Company whose cases are before me "lost their employment by reason of a stoppage of work due to a labour dispute at the factory at which they were employed", in the course of the events which took place at that Company in the latter part of the summer 1948, namely:—

(a) The employees, covered by the bargaining agreement, who were laid off between August 16 and September 1, 1948, as a consequence of the weavers' action on August 16, 1948, when the latter refused to work under the new conditions as set up by the employer thereby "appreciably interrupting both in substance and duration an operation which otherwise would have continued to be carried out;"

(b) The employees, covered by the bargaining agreement, who were not laid off before September 1 but did not return to work on that date due to the establishment of a picket line.

In order to determine the merit of these appeals, the character of the labour dispute which existed at the Company during the summer and fall of 1948, has first to be considered.

It is contended by the Insurance Officer that, from the start, the labour dispute was not merely the result of a disagreement between the employer and the weavers as to the introduction of the bonus plan in the weave room, but was the result of a disagreement between the employer and the bargaining agent, "l'Association Nationale des employes de la Paton", representing all the employees covered by the agreement, whether they were members of the union or not, as to the very existence of the bonus plan as a whole at the plant. In his opinion, the weavers' strike was only one aspect of the labour dispute, it being a strategic move on the part of the Association which, "if it wanted to bring the employer to its point of view, without too

much inconvenience to its members and to the workers, had everything to gain by not insisting on certain aspects of the labour dispute, especially those which could have established the interest and the participation of all the employees."

In support of his contention the Insurance Officer points out that the agreement which was to expire on September 22, 1948, was denounced by the employees at a general meeting held on August 1, 1948, and that clause 12 of that agreement, dealing with the establishment of the bonus plan in various departments, was excluded from the new agreement proposed by the Association.

He further draws attention to a statement of the employer which appeared in the press on August 18, 1948, that "facing the failure of the bonus plan as a whole the company was forced to put the plan in operation in the weave room."

This contention of the Insurance Officer is not without interest.

However all the documents on file pertaining to the negotiations carried on before August 16, between the employer on the one part and the weavers and the officials of the Association on their behalf on the other part, concern a conflict between the weavers and the company only as to the introduction of the bonus plan in the weave room. Furthermore the following letter, dated August 25, 1948, addressed by Mr. Goddard manager of the company to Mr. Fortier, president of the Association appears on record:—

"Dear Sir:

We had decided to hold our first meeting on Thursday, the 26, in order to negotiate a renewal of our agreement which expires on September 22 next.

In view of the present circumstances which are due to the stoppage of work and the weavers' strike, we find it impossible to meet you on the 26; but we are ready to meet you as soon as the present difficulty is settled and the mill is again in full operation."

It would seem therefore that the employer, as late as August 25, 1948, drew a line of demarcation between his conflict with the weavers and future negotiations to be carried on for the purpose of the renewal of the agreement which had been denounced on August 1.

A short time later, that is on August 31, 1948, Mr. Fortier informed Mr. Goddard that he had been requested by some of the weavers to call a general meeting on that date of all the members of the Association and that in his opinion a general strike was to take place the following day. A general

meeting in fact took place on the night of August 31, but the evidence is not too clear as to who attended that meeting and as to whether or not a strike vote was taken; in any event, early the next morning a picket line was established and no one except a few officials of the company was admitted to the premises.

The evidence also shows that on September 3, 1948, Mr. Fortier as president of the Association and Mr. Gervais as spokesman for the weavers each signed a separate document guaranteeing that no member of the Association or "picketeers" would prevent the operation of the office of the company and that all the members of the administrative staff would have free access to the offices for "the duration of the picketing in relation to the existing conflict between the company and the employees of the said company." (Underlining added.)

It is further indicated that the two following resolutions were unanimously adopted on September 28, 1948, "at a special meeting of the employees of the Paton Manufacturing Company, which had been called at the request of the Provincial Conciliator":—

- (a) "That the bonus plan existing at the mill of the Paton Mfg. Co. Ltd. of Sherbrooke, as well as the new plan submitted to the weavers be refused as actually denounced in the renewal of the agreement;"
- (b) "That the government conciliator Mr. Ubald Brunet, here present be asked to transmit the following proposal to the Paton Mfg. Co. Ltd. of Sherbrooke:

The employees of Paton are ready to return to work on the two following conditions:

- (1) return to work with the previous conditions;
- (2) negotiate the renewal of the agreement and, failing an understanding, that the established procedure of the Quebec Legislation be followed."

Finally according to clause (1) of the arrangement made between the Association and the employer on November 2, 1948, the Association undertook on that date "to end the strike" as soon as the company accepted certain propositions affecting all the employees.

On November 3, 1948, the company resumed operations.

After having carefully considered all the foregoing evidence, much of which was not apparently, before the Court of Referees, I do not feel that I can subscribe to the

Insurance Officer's contention that the labour dispute, from the start, had assumed the character which he suggests. However, if it is to be presumed that the labour dispute had during its initial stage involved the weavers and the employer only, there can be no doubt that as of August 31, the said labour dispute was of such breadth that it involved all the employees covered by the bargaining agreement and that the question of the bonus plan as a whole which apparently had not, prior to August 31, 1948, been a cause for dispute became on that date part and parcel of the existing conflict at the Paton Manufacturing Company.

It now remains to be determined in the light of the above, what is the position under the Act of all the claimants whose cases are before me.

I shall deal first with the case of the employees who lost their employment, due to the weavers' action, between August 16, 1948 and September 1, 1948. These employees can be classified into two groups: (1) The members of the weave rooms, other than the weavers; and (2) The members of other departments.

In relation to the first group, the employer has emphatically stated that their conditions of work stood to be affected by the introduction of the bonus plan in their department. Furthermore, it would appear that in all the other departments where the bonus plan had been introduced the tasks of the so-called "indirect employees" had to be redistributed and their wages increased accordingly. Under the circumstances, I consider that all the employees of the weave room were directly interested in the labour dispute between the weavers and the employer and that, therefore, they were subject to disqualification under subsection 1 of Section 39 of the Act.

In so far as the employees of the second group are concerned, their position under the Act has to be studied in relation to the aspect of the labour dispute and the stoppage of work resulting therefrom before and on September 1, 1948.

Before September 1, there is no evidence that "they participated in or financed the labour dispute or belonged to a grade or class of workers some of whom participated in or financed the labour dispute." Furthermore, having come to the conclusion that the stoppage of work before that date, was due to a labour dispute which at that stage was between the weavers and the employer on the question of the introduction of the bonus plan in the weave room only, it follows that the employees of this second group cannot be considered as either having been directly interested or having belonged

to a class of workers some of whom were directly interested in the dispute as then existed.

On September 1, 1948, their case was the same as that of the other employees, covered by the bargaining agreement, who had not already been laid off and who did not return to work on that date due to the establishment of a picket line. The partial stoppage of work became on that date a total one due to the change in character of the labour dispute and all the employees covered by the bargaining agreement, other than the members of the weave room, who had until then, only, to use an expression of the union's solicitor, a "negative interest" in the labour dispute, had on that date, irrespective of the fact that they might or might not have participated in the picket line and regardless of any finding which

might be given on the theories and fine distinctions drawn in the different briefs as to the interpretation of the terms "grade" or "class", a positive and direct interest as the question of the bonus plan became on August 31, the main feature of the labour dispute.

Under the circumstances, the appeal of the Insurance Officer is allowed and the appeal of the union is dismissed with the exception that the employees, other than the members of the weave room, who were laid off between August 16 and September 1, 1948, are entitled to benefit for that period, provided they met all the other requirements of the Act.

ALFRED SAVARD,
Umpire.

Dated at Ottawa, Ont., this 1st day of February, 1950.

Seasonal Regulations During Supplementary Benefit Periods

The Unemployment Insurance Act as amended February 28, 1950, provides for the payment of supplementary benefit to specified classes of insured persons during the winter months (February 28 to April 15, 1950; January 1 to March 31 in subsequent years). These classes include those who have exhausted or have insufficient contributions to qualify for ordinary benefit. Supplementary benefit is payable provided all the other conditions for entitlement to ordinary benefit are fulfilled, for example, as to availability and capability, and provided no disqualification applies.

Seasonal regulations impose a seasonal disqualification on claimants who carry on seasonal occupations in certain industries, including inland navigation and stevedoring and lumbering and logging east of the Rocky Mountains. The application of such

seasonal disqualification would nullify the effect of supplementary benefit in the case of workers laid off from these industries. P.C. 1178 has, therefore, amended the seasonal regulations by providing

- (1) that a worker otherwise classed as seasonal will not be subject to disqualification during a supplementary benefit period, if he is in any of the specified classes eligible for supplementary benefit;
- (2) that for any days on which the seasonal disqualification is lifted, and on which he is entitled to benefit, such benefit shall be paid only at the rate applicable for supplementary benefit, which is approximately 80 per cent of the rate for ordinary benefit.

MEETING OF NATIONAL EMPLOYMENT COMMITTEE

The National Employment Committee held its regular quarterly meeting in Ottawa on January 19 and 20, 1950. The most important item under discussion at this session was the increase in the number of unemployed throughout the country.

This problem was studied at great length by the National Committee and it was recommended that the Government be urged to undertake immediately such public works programs as would engage the

largest number of unemployed and also that sufficient funds be provided to take care of the distressed sections of the country which it believed should have immediate assistance to pull through the winter.

It was brought out by the Committee that Unemployment Insurance was now proving its value as over 200,000 of those who were unemployed were receiving assistance from the Unemployment Insurance Fund. The Committee, however, was also

concerned with the situation of those people who were not in receipt of such assistance and recommended works projects or some alternate subsidy payments for these persons.

The Chairman, Judge W. J. Lindal of Winnipeg, stressed the fact that seasonal unemployment in Canada caused undue hardships to thousands of families every year and recommended that the National Committee devote considerable time and study to this problem and endeavour to arrive at some concrete solution for alleviating it to some extent.

Many resolutions emanating from the five Regional and eighty Local Employment Committees throughout the country were dealt with. These resolutions pertained to various employment and unemployment problems in various sections of Canada, such as unemployed employables who cannot find work, the increasing problem of finding employment for Canada's older workers, seasonal regulations relating to certain industries, hardships imposed by reason of the non-compensable day, the lack of suitable vocational training programs for unemployed young men in Ontario, also several from various Local Committees recommending public works programs to assist in the alleviation of serious unemployment situations in their own areas, and others.

It was also recommended that all Departments of Government should notify the National Employment Service of all employment matters and vacancies under their jurisdiction, other than those filled through the Civil Service Commission. This was directed particularly to those Departments, such as Public Works, Transport, and National Defence, which were doing considerable building and construction.

Increased publicity for the Unemployment Insurance Commission and National Employment Service was also recommended particularly in the releasing of figures showing the number of unemployed registered and the amount of money paid out by Local Offices in Unemployment Insurance Claims in their own communities, etc.

In addition to Judge W. J. Lindal of Winnipeg, the Chairman, the other members in attendance were:—

T. D. Anderson, Vice-Chairman, General Secretary, Canadian Legion, Ottawa.

J. B. White, Vice-President, The Aluminium Co. of Canada Ltd., Montreal.

Aubrey L. Lott, Manager, Industrial Relations, The Steel Co. of Canada, Hamilton.

A. R. Mosher, President, Canadian Congress of Labour, Ottawa.

Carl E. Berg, Vice-President, The Trades and Labour Congress, Edmonton, Alta.

Geo. S. Hougham, General Manager, Canadian Retail Federation, Toronto.

R. A. Stewart, Canadian Federation of Agriculture, Almonte.

R. E. G. Davis, Executive Director, The Canadian Welfare Council, Ottawa.

Mrs. G. D. Finlayson, Corresponding Secretary, National Council of Women, Ottawa.

E. Norman Mitchell, Secretary, UIC, Ottawa.

The meeting was attended also by Mr. J. G. Bisson, Chief Commissioner, Mr. R. J. Tallon, Commissioner, Mr. W. K. Rutherford, Director of Employment Service, Unemployment Insurance Commission, Ottawa, and Col. P. J. Philpott, Special Adviser, Department of Veterans Affairs.

It was agreed that the next meeting be held in Ottawa, April 27, 28, 1950.

Unemployment Insurance Statistics, February, 1950

The monthly report prepared by the Dominion Bureau of Statistics on operations under the Unemployment Insurance Act states that during the month of February, 1950, 125,511 (125,300 excluding Newfoundland) claims were filed at local offices of the Unemployment Insurance Commission. While this number is greater than the total filed in February, 1949 (108,759), it represents a considerable decline from the level of 196,624 (196,230 excluding Newfoundland) claims filed in January, 1950.

* See Tables E-1 to E-7.

Of the total claims filed in February, 1950, 109,282 (109,094 excluding Newfoundland) were initial and renewal claims representing mainly new cases of unemployment among insured persons. This represents a slight increase over the February, 1949 figure of 93,463 but a very considerable decline from the January, 1950 total of 182,053 (181,686 excluding Newfoundland).

Ordinary claimants on the live unemployment register on the last working day of February, 1950, totalled 286,163 (285,708 excluding Newfoundland) as compared to 297,238 (296,992 excluding Newfoundland) for the last working day of January, 1950

and 208,818 for the last working day of February, 1949. As a measure of the volume of unemployment on the last working day of the month the above data indicate an improvement in the current situation but some increase as compared with the same point of time last year.

Persons on the live unemployment register by number of days continuously on the register indicates duration of unemployment among those claiming benefit and reflects the changing circumstances affecting claimants. Thus in February, 1950, although the total number of persons in the live register declined to 304,023 from 313,173 in January, 1950, the number on the live register more than 6 days (that is, the group consisting mainly of beneficiaries) rose from 241,292 persons to 251,603 persons.

Claims handled at adjudicating centres and Courts of Referees in February, 1950, totalled 150,327. Of the 149,230 claims adjudicated 121,878 were allowed, 25,767 were disallowed and disqualified, and 1,585 represented special requests not granted. Claims handled by Courts of Referees numbered 1,097.

Chief reasons for non-entitlement to benefit in February, 1950, were: "insufficient contributions while in insurable employment" 14,566 cases; "voluntarily leaving employment without just cause" 3,707 cases; "not unemployed" 2,959 cases and "discharged for misconduct" 928 cases.

Persons commencing receipt of benefit in February, 1950, numbered 112,745 (112,552 excluding Newfoundland) as compared to 132,619 (132,546 excluding Newfoundland) in January, 1950, and 83,110 in February, 1949. Thus although the number of persons commencing benefit in February is less than

in January this has not yet resulted in a decline in the number of beneficiaries as measured roughly by persons on the live unemployment register more than 6 days mentioned above.

The lag in the reduction in the number of those commencing receipt of benefit, that is, representing additions to the beneficiary group, and benefit payments is evidenced by the fact that in February \$13,605,340 was paid in respect of 5,585,337 days (\$13,589,191 in respect of 5,579,452 days excluding Newfoundland) as compared to \$11,781,142 for 4,925,381 days (\$11,773,540 and 4,922,520 days excluding Newfoundland) in January. In February, 1949, \$8,158,903 was paid in respect of 3,734,487 days.

During the week of February 25 to March 3, 1950, inclusive, 232,359 persons received \$3,351,289 in respect of 1,376,174 days as compared to 218,963 persons, \$3,204,118 and 1,334,062 days for the week of January 28 to February 3 inclusive. Average duration and amount of benefit for the week of February 25 to March 3, was 5.9 days and \$14.42 as compared to 6.1 days and \$14.63 for the week of January 28 to February 3.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for the month ending February 28, 1950 showed 3,799,707 employees were issued with insurance books and had made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1949, an increase of 35,665 since January 31, 1950.

As at February 28, 1950, 226,000 employers were registered representing an increase of 665 since January 31, 1950.

WAGES, HOURS AND WORKING CONDITIONS IN THE PRIMARY TEXTILES INDUSTRY, OCTOBER 1949*

Average hourly wages in the Primary Textiles Industry increased 7.4 per cent in 1949. Most mill workers were on a normal work week of 45 or 48 hours. Time and one-half was the predominant overtime rate. One week's vacation with pay after a year or less of employment was reported by most mills, with many giving an additional week with pay after five years. Over eighty per cent of the workers were paid for some of the observed statutory holidays. Sick leave with pay was provided for about half the workers in the industry. Two-thirds of all the workers were reported to be under written collective agreement.

Average hourly wages in the Primary Textiles Industry increased 7.4 per cent during the year preceding October 1, 1949, according to preliminary calculations by the Economics and Research Branch of the Department of Labour. This raised the index of wage rates in the industry to a high of 240.7 over the base year 1939 as 100. The wage increase in 1949 was less than half that during 1948 when average hourly wages rose 17.9 per cent, the largest annual percentage increase in the ten years covered by the Department of Labour's industry indexes.

Final index numbers and detailed wage rates for selected occupations in the four major divisions of the industry will be available shortly in the seventh annual

* This is the third in a series of annual articles, prepared by the Economics and Research Branch of the Department of Labour, presenting information on wages, hours and working conditions in the Primary Textiles Industry. The previous articles for 1947 and 1948 were published in the November, 1948 and the October 1949 issues of the *LABOUR GAZETTE*.

Detailed information on average wages and hours for selected occupations in the four major divisions of the industry will be published shortly in the seventh annual report on *Wages and Hours in the Primary Textiles Industry in Canada, October 1949*. This publication will be available on request.

Information in this article was prepared from data obtained in the annual survey of wage rates and working conditions for 1949 by the Economics and Research Branch of the Department of Labour. Employers were asked to report on certain conditions of work as well as to give, by occupation, the wage or salary rates, or straight-time earnings of employees on piece work, during the last pay period preceding October 1, 1949.

For a summary of provincial legislation on working conditions see *Provincial Labour Standards Concerning Child Labour, Holidays, Hours of Work, Minimum Wages, Weekly Rest-Day and Workmen's Compensation*, an annual publication of the Department of Labour.

report on wages and hours in the Primary Textiles Industry for October, 1949. The four divisions of the industry represented in the above report and in the present article include the manufacture of Cotton Yarn and Cloth, Woollen Yarn and Cloth, Knitted Goods (hosiery, underwear and outerwear), and Rayon Yarn and Fabric.

Table I gives a geographical distribution of the 303 mills and 63,305 mill workers included in this analysis of the Primary Textiles Industry. The industry is predominately located in Quebec and Ontario, with but a few mills scattered throughout the Maritime and Western Provinces. One-half of the mills surveyed were in Ontario, although more than half of the workers were in the Quebec mills. Compared with other manufacturing industries, the Primary Textiles Industry has a relatively large proportion of female workers.

One-half of the mills in this industry employed less than 100 workers each, but accounted for under ten per cent of the total mill workers. Over one-quarter of the workers were employed in ten large mills having more than 1,000 workers each.

Collective Agreements.—Since the first article in this series was published for the year 1947, there has been a slight increase in the proportion of workers covered by written collective agreements. Two-thirds of all the mill workers in the industry were reported to be under written agreements with 147 of the 303 textile mills. Most of these workers are represented by the Textile Workers Union of America (CIO-CCL), the National Catholic Federation of Textile Workers (CCCL) and the United Textile Workers of America (AFL-TLC). A detailed analysis of the agreements covering a large proportion of workers in the

Primary Textiles Industry is contained in another article in this issue of the **LABOUR GAZETTE** (p. 616).

Normal Weekly Hours, Tables II and III.—In Alberta, British Columbia, Manitoba, Ontario and Saskatchewan, there are special statutes limiting hours of work in

factories. In New Brunswick and Quebec, factories legislation places some restrictions on hours of work but these apply only to women and boys under 18, except for special restrictions by Orders in Council under the Quebec Collective Agreement Act. Under all Hours of Work Acts the

TABLE I.—DISTRIBUTION OF MILLS AND MILL WORKERS IN THE PRIMARY TEXTILES INDUSTRY, OCTOBER, 1949

	Canada	Maritime Provinces	Quebec	Ontario	Western Provinces
Number of Mills.....	303	14	126	151	12
Number of Mill Workers:					
Male.....	35,183	1,279	20,935	12,674	295
Female.....	28,122	1,263	12,811	13,422	626
Total.....	63,305	2,542	33,746	26,096	921

TABLE II.—NORMAL WEEKLY HOURS FOR MILL WORKERS, MALE, IN THE PRIMARY TEXTILES INDUSTRY, OCTOBER, 1949

NOTE: One Mill did not report male workers

Normal Weekly Hours	Canada		Maritime Provinces		Quebec		Ontario		Western Provinces	
	Mills	Male Workers	Mills	Male Workers	Mills	Male Workers	Mills	Male Workers	Mills	Male Workers
<i>On a 5-day week</i>										
Under 40.....	1	2					1	2		
40.....	20	1,943			2	229	12	1,574	6	140
Over 40 and under 44.....	4	184			1	19	2	162	1	3
44.....	12	135			6	48	5	83	1	4
45.....	75	4,076	1	21	13	663	61	3,392		
Over 45 and under 47½.....	3	63			2	30	1	33		
47½.....	18	1,479			3	424	15	1,055		
48.....	43	3,270			16	1,236	27	2,034		
50.....	17	3,285			17	3,285				
Over 50.....	3	39			3	39				
Total.....	196	14,476	1	21	63	5,973	124	8,335	8	147
<i>On a 5½-day week</i>										
Under 44.....	2	356			2	356				
44.....	13	2,829	4	893	2	197	6	1,697	1	42
45.....	18	6,124	1	5	12	5,266	5	853		
Over 45 and under 48.....	5	222	1	126	1	42	3	54		
48.....	11	576	1	34	8	526	2	16		
49.....	4	129	1	23	1	9	1	7	1	90
50.....	4	654			3	636	1	18		
Over 50.....	10	1,396			10	1,396				
Total.....	67	12,286	8	1,081	39	8,428	18	2,645	2	132
<i>On a 6-day week</i>										
44.....	8	1,349	1	5	2	96	4	1,247	1	1
48.....	19	6,652	1	61	13	6,141	4	435	1	15
Over 48 and under 50.....	4	119	2	105	1	2	1	12		
50.....	2	166			2	166				
Over 50.....	6	135	1	6	5	129				
Total.....	39	8,421	5	177	23	6,534	9	1,694	2	16
<i>All Mills</i>										
Under 40.....	1	2					1	2		
40.....	20	1,943			2	229	12	1,574	6	140
Over 40 and under 44.....	6	540			3	375	2	162	1	3
44.....	33	4,313	5	898	10	341	15	3,027	3	47
45.....	93	10,200	2	26	25	5,929	66	4,245		
Over 45 and under 47½.....	6	237	1	126	3	72	2	39		
47½.....	(1)20	1,527			3	424	(1)17	1,103		
48.....	73	10,498	2	95	37	7,903	33	2,485	1	15
Over 48 and under 50.....	8	248	3	128	2	11	2	19	1	90
50.....	23	4,105			22	4,087	1	18		
Over 50.....	19	1,570	1	6	18	1,564				
Total.....	302	35,183	14	1,279	125	20,935	151	12,674	12	295

(1) Includes one mill (10 male workers) operating 47½ hours per week.

administrative authority has power to permit exceptions. In New Brunswick and Quebec the legal maximum for females and boys under 18 is 54 and 55 hours per week respectively. In Ontario the maximum is 48 hours per week, and where exemption has been granted the maximum permitted for women and boys under 16 is 60 hours. In Manitoba the maximum is 44 hours for women and 48 hours for men unless time and one-half is paid. In Saskatchewan the maximum hours of work is 44 unless time and one-half is paid. In Alberta and British Columbia the maximum is 48 and 44 hours respectively.

There has been no substantial change in the normal weekly hours of mill workers in the Primary Textiles Industry. Large numbers of male workers were on a 45-hour

5- or 5½-day week and on a 48-hour 6-day week. More than one-third of the female workers were on a 45-hour week, with the largest proportion working 5 days.

The five-day week was reported by about two-thirds of the mills employing almost one-half of the workers, and 67 mills employing about one-third of the workers reported operating on a 5½-day week.

Overtime Rates of Pay, Table IV.—

Time and one-half was the most common overtime rate for work after standard daily or weekly hours. For work on Sunday, time and one-half was the predominant overtime rate although there has been an increasing tendency to pay double time.

Thirty-seven per cent of the mill workers were employed in 85 mills that paid time and one-half for work on observed statutory

TABLE III.—NORMAL WEEKLY HOURS FOR MILL WORKERS, FEMALE, IN THE PRIMARY TEXTILES INDUSTRY, OCTOBER, 1949

NOTE: One mill did not report female workers.

Normal Weekly Hours	Canada		Maritime Provinces		Quebec		Ontario		Western Provinces	
	Mills	Female Workers	Mills	Female Workers	Mills	Female Workers	Mills	Female Workers	Mills	Female Workers
<i>On a 5-day week</i>										
Under 40.....	1	21					1	21		
40.....	23	2,200			1	130	16	1,728	6	342
Over 40 and under 44.....	6	861			1	33	4	815	1	13
44.....	13	335			7	161	5	150	1	24
45.....	81	6,651	1	15	19	1,263	61	5,373		
Over 45 and under 47½.....	3	178			3	178				
47½.....	16	1,861			2	253	14	1,608		
48.....	37	1,909			15	986	22	923		
50.....	16	1,593			16	1,593				
Total.....	196	15,609	1	15	64	4,597	123	10,618	8	379
<i>On a 5½-day week</i>										
Under 44.....	2	186			2	186				
44.....	16	1,805	4	783	4	193	7	721	1	108
45.....	19	3,926	1	14	12	2,726	5	1,072	1	114
Over 45 and under 48.....	5	302	1	65	1	58	3	179		
48.....	12	790	1	134	8	614	3	42		
49.....	1	20	1	20						
50.....	4	656			4	656				
Over 50.....	8	490			8	490				
Total.....	67	8,175	8	1,016	39	4,923	18	2,014	2	222
<i>On a 6-day week</i>										
Under 44.....	1	30					1	30		
44.....	9	874	1	10	2	208	4	631	2	25
Over 44 and under 48.....	1	35					1	35		
48.....	16	2,852	1	74	12	2,684	3	94		
Over 48 and under 50.....	3	147	2	142	1	5				
50.....	4	330	1	6	3	324				
Over 50.....	5	70			5	70				
Total.....	39	4,338	5	232	23	3,291	9	790	2	25
<i>All Mills</i>										
Under 40.....	1	21					1	21		
40.....	24	2,230			1	130	17	1,758	6	342
Over 40 and under 44.....	8	1,047			3	219	4	815	1	13
44.....	38	3,014	5	793	13	562	16	1,502	4	157
45.....	101	10,612	2	29	31	3,989	67	6,480	1	114
Over 45 and under 47½.....	6	361	1	65	4	236	1	60		
47½.....	(1)18	1,980			2	253	(1)16	1,727		
48.....	65	5,551	2	208	35	4,284	28	1,059		
Over 48 and under 50.....	4	167	3	162	1	5				
50.....	24	2,579	1	6	23	2,573				
Over 50.....	13	560			13	560				
Total.....	302	28,122	14	1,263	126	12,811	150	13,422	12	626

(1) Includes one mill (50 female workers) operating 47½ hours per week.

holidays. Eighteen per cent of the workers were in mills paying double time and twenty-five per cent were in mills paying double time and one-half for work on observed holidays. The main change in the overtime rates of pay during the past two years has been the increase in the number of mills paying double time and one-half for work on observed statutory holidays, for in 1947 none of the establishments reported this premium rate.

Vacations with Pay, Table V.—Annual holidays with pay for most workers are provided by statute or under statutory authority in Alberta, British Columbia, Manitoba, Ontario, Quebec and Saskatchewan. In all these provinces except Saskatchewan, a worker is entitled to one week's vacation with pay after one year of employment. In Saskatchewan he is entitled to two weeks' vacation after a year of employment. The rate of pay for this vacation is 2 per cent of earnings or regular weekly pay, if on time basis, in

Quebec, 2 per cent of earnings in Ontario, regular pay in Manitoba, Alberta and British Columbia and one-twenty-sixth of annual earnings in Saskatchewan. If a worker has worked less than a year, he is entitled, in Quebec, to a half-day for each calendar month of employment and, in Saskatchewan, one day for each month. If he terminates his employment during a working year he is entitled to holiday pay in all provinces but Manitoba for the time he has been employed.

All but four of the responding mills reported giving at least one week's vacation with pay, or its equivalent of 2 per cent of earnings or one-half day per month, after a year or less of employment. In 186 mills, employing 80 per cent of the workers, the length of vacation varied in accordance with the length of employment. In most cases the maximum allowance was two weeks, or four per cent of earnings, after five years of employment. Forty-three mills employing 23,000 workers gave

TABLE IV.—OVERTIME RATES OF PAY IN THE PRIMARY TEXTILES INDUSTRY, OCTOBER, 1949

Overtime Rates of Pay	After Daily Hours				Only After Weekly Hours		Sunday		Statutory Holidays	
	Monday to Friday		Saturday							
	Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers
<i>Straight Time</i>										
Canada.....	3	332	2	64			2	64	58	7,923
Maritime Provinces.....									6	1,179
Quebec.....	1	268							20	4,277
Ontario.....	2	64	2	64			2	64	31	2,263
Western Provinces.....									1	204
<i>Time and One-quarter</i>										
Canada.....	2	199	2	199	5	663	2	268	5	604
Ontario.....					5	663	2	268	3	405
Western Provinces.....	2	199	2	199					2	199
<i>Time and One-half</i>										
Canada.....	121	29,513	119	28,997	100	28,170	125	42,057	85	23,296
Maritime Provinces.....	6	1,575	6	1,575	4	481	8	1,697	6	1,284
Quebec.....	44	10,391	44	10,329	67	22,554	51	25,237	40	13,868
Ontario.....	67	17,231	65	16,777	28	5,104	62	14,712	36	7,847
Western Provinces.....	4	316	4	316	1	31	4	411	3	297
<i>Double Time</i>										
Canada.....			1	238			28	7,526	(1)56	11,506
Maritime Provinces.....							1	168	1	43
Quebec.....							14	2,457	25	4,438
Ontario.....			1	238			12	4,882	27	6,861
Western Provinces.....							1	19	3	164
<i>Double time and one-half</i>										
Canada.....									35	15,659
Maritime Provinces.....									1	36
Quebec.....									12	8,775
Ontario.....									22	6,843
<i>Other</i>										
Canada.....	1	208	1	208	3	107	3	215	5	1,398
Quebec.....					2	79	1	32	4	1,014
Ontario.....	1	208	1	208			2	183	1	384
Western Provinces.....					1	28				
<i>No overtime policy or no information reported</i>										
Canada.....	68	4,113	70	4,659			143	13,175	59	2,919
Total.....	195	34,365	195	34,365	108	28,940	303	63,305	303	63,305

(1) Fifteen mills paying double time for work on paid statutory holidays pay time and one-half for work on unpaid statutory holidays.

a maximum vacation of three weeks, or its equivalent 6 per cent of earnings, generally after 15 years or more of employment. This indicates a considerable increase over the thirteen mills reporting a three weeks' maximum vacation in 1948.

In addition to the initial and maximum vacation periods shown in Table V, 51 mills employing over 24,000 workers give intermediate vacation periods. These consisted, mainly, of a two weeks' vacation with pay after five years of employment, although in many cases a graduated percentage-of-earnings payment was reported.

Most of the mills reported that they shut down for a summer vacation period: 130 mills, employing some 34,500 workers, shutting down for one week and 120 mills, employing about 23,300 workers, shutting down for two weeks.

Statutory Holidays, Table VI.—Some statutory provision concerning public holidays is made in Alberta, British Columbia, Manitoba, Nova Scotia, Quebec and Saskatchewan. Factories in British Columbia and Manitoba must be closed on public holidays unless permission is given for employment. Wages in relation to public

TABLE V.—VACATIONS WITH PAY IN THE PRIMARY TEXTILES INDUSTRY, OCTOBER, 1949

NOTE: Four mills did not report information on vacations with pay.

Length of Vacation and Service Requirements	Canada		Maritime Provinces		Quebec		Ontario		Western Provinces	
	Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers
<i>Initial Vacation</i>										
One Week After:										
No Specified Service.....	14	1,698	1	191	5	852	8	655		
3 Months.....	16	2,643			3	1,320	13	1,323		
6 Months.....	19	2,632	1	445	7	595	10	1,582	1	10
One Year.....	175	33,793	4	302	72	15,673	91	17,040	8	778
Other.....	3	398			2	339	1	59		
Two Weeks After:										
6 Months.....	2	29			1	16			1	13
One Year.....	6	342	1	135	1	31	2	56	2	120
Other.....	7	2,442	2	1,221	2	133	3	1,088		
Percentage of Earnings:(1)										
2 per cent.....	51	17,239	1	168	32	14,766	18	2,305		
4 per cent.....	4	1,977					4	1,977		
Miscellaneous:										
½ day per month.....	2	64	1	43	1	21				
Total.....	299	63,257	11	2,505	126	33,746	150	26,085	12	921
<i>Maximum Vacation</i>										
One Week After:										
6 Months.....	1	213					1	213		
Two Weeks After:										
One Year.....	8	589			3	144	4	435	1	10
2 Years.....	5	937	1	445	1	118	1	33	2	341
3 Years.....	15	1,503	1	19	2	259	9	1,147	3	78
4 Years.....	3	258			1	27		231		
5 Years.....	92	20,268	3	438	42	10,202	46	9,514	(2)1	114
10 Years.....	2	348			2	348				
15 Years.....	1	155					1	155		
Other.....	4	1,166			2	1,030	2	136		
Three Weeks After:										
15 Years.....	7	5,243			4	4,537	3	706		
20 Years.....	4	1,080					4	1,080		
25 Years.....	14	6,660			3	2,941	11	3,719		
30 Years.....	1	1,114					1	1,114		
Other.....	5	1,122			1	542	4	550		
Percentage of Earnings:(1)										
4% after 5 Years.....	10	1,589	1	168	3	664	6	757		
4% after 10 Years.....	1	193			1	193				
5% after 15 Years.....	1	462			1	462				
6% after 15 Years.....	1	155			1	155				
6% after 25 Years.....	11	7,724			11	7,724				
No Increase for Longer Service	113	12,478	5	1,435	48	4,400	55	6,265	5	378
Total.....	299	63,257	11	2,505	126	33,746	150	26,085	12	921

(1) Normally, 2 per cent of earnings is about equivalent to one week's vacation with pay, 4 per cent about two weeks with pay and 6 percent about three weeks with pay.

(2) This mill reported giving an additional 12 hours' vacation with pay to employees with "long service".

holidays are dealt with under minimum wage laws in Alberta, Manitoba, Nova Scotia, Quebec and Saskatchewan. Quebec General Minimum Wage Order 4 has no provision for public holidays but some special Orders require holidays to be observed or a punitive rate paid. For example, in the cotton textiles industry, four legal holidays are to be observed, or payment at time and one-tenth the regular rate is required; and in the silk textiles industry, six holidays are specified, although time lost for the observance of holidays (except Christmas and New Year's) may be made up by working at regular rates on the two Saturday mornings either before or after such holiday.

During the past two years there has been a growing tendency for workers to be paid for observed statutory holidays. In 1947, less than one-half of the workers were in mills paying for observed holidays, while in 1949 about 83 per cent were in the 202 mills paying for some or all of the observed statutory holidays.

The largest groups of workers were in mills observing eight statutory holidays and in mills paying for six.

Sick Leave with Pay.—Approximately one-half of the workers in the Primary Textiles Industry were reported to be covered by some arrangement for payment during periods of illness. The usual provision was through a group insurance plan.

The Cotton Yarn and Cloth Industry

Preliminary calculations of average hourly wages in the Cotton Yarn and Cloth Industry indicate that wage rates have increased 6.9 per cent during the year preceding October 1, 1949. This increase is much less than the 22 per cent rise in average rates during 1948.

Returns from 38 mills employing 20,000 mill workers have been used in the analysis of this industry (Table VII). Sixty-five per cent of the workers were in 17 mills located in Quebec, 32 per cent in Ontario

TABLE VI.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR IN THE PRIMARY TEXTILES INDUSTRY, OCTOBER, 1949

NOTE: One mill did not report information on statutory holidays.

Number of Statutory Holidays Paid for	Mills Observing Statutory Holidays, by number of days observed								Total Mills	Total Workers
	4	5	6	7	8	9	10	More than 10		
1.....			1			1			2	287
2.....		2		6	6		3	1	18	5,023
3.....	1			6	1	7	3	2	20	9,469
4.....	2		1	(1)5	4	(2)3	2		17	2,626
5.....		1			5		1		7	1,292
6.....			23	1	27	6	7	1	65	20,124
7.....					3	5	3	1	14	4,042
8.....					47				47	8,988
9.....							4	1	7	442
10.....							1	1	2	107
More than 10.....								3	3	139
Total Mills Paying for One or More Holidays.....	3	3	25	21	95	24	20	11	202	52,539
Mills Not Paying for Observed Holidays.....	2	3	7	18	31	17	16	6	100	10,757
Total Mills Observing Holidays.....	5	6	32	39	126	41	36	17	302	63,296

(1) Two mills observed 7½ statutory holidays.
(2) One mill observed 9½ statutory holidays.

TABLE VII.—DISTRIBUTION OF MILLS AND MILL WORKERS IN THE COTTON YARN AND CLOTH INDUSTRY, OCTOBER, 1949

	Canada	Maritime Provinces	Quebec	Ontario
Number of Mills.....	38	2	17	19
Number of Mill Workers:				
Male.....	12,519	402	8,542	3,575
Female.....	7,600	276	4,541	2,783
Total.....	20,119	678	13,083	6,358

mills, and the remainder in the Maritime Provinces.

Nineteen mills, employing under 300 workers each, covered just over 10 per cent of the workers in the industry, while 7 mills, employing over 1,000 workers each, covered half of the workers in the industry.

Collective Agreements.—All but 5 of the mills reported written collective agreements. These collective agreements covered about 90 per cent of the mill workers. Most of the workers were represented by the National Catholic Federation of Textile Workers (CCCL), the United Textile Workers of America (AFL-TLC) and the Textile Workers Union of America (CIO-CCL). One independent union and two employees' associations were the only other organizations reported.

Normal Weekly Hours, Table VIII.—Twenty-one mills, employing more than half of the workers in this industry, reported a normal work week of 45 hours, most of whom were on a 5½-day week. The 5-day week was reported by 15 mills employing 31 per cent of the workers and the 5½-day week was reported by 16 mills employing half the workers in the industry.

Overtime Rates of Pay, Table IX.—During the past two years there has been

no significant change in the overtime rates of pay for work after standard daily or weekly hours or for work on Sunday. Practically all of the mills reported a rate of time and one-half for any overtime.

There has, however, been a tendency to give higher rates of pay for work on observed statutory holidays. Six mills, employing 2,400 workers, reported paying double time for work on holidays and 15 mills, employing about 44 per cent of the workers, reported a rate of double time and one-half. In 1947, of the 35 mills surveyed, only 4 paid overtime at a rate higher than time and one-half.

Vacations with Pay, Table X.—All the mills reported giving at least one week's vacation with pay, or its equivalent, after a year or less of employment. This is in accordance with various statutory regulations by most of the provinces.

Twenty-nine of the mills, employing 81 per cent of the workers, reported giving longer vacations with pay as the period of employment increased. Eleven of these, employing 3,600 workers, gave a maximum vacation of two weeks with pay after five years of employment, and another eleven, employing 7,700 workers, paid 6 per cent of earnings after 25 years. Three weeks with

TABLE VIII.—NORMAL WEEKLY HOURS FOR MILLWORKERS IN THE COTTON YARN AND CLOTH INDUSTRY, OCTOBER, 1949

Normal Weekly Hours	Canada		Maritime Provinces		Quebec		Ontario	
	Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers
<i>On a 5-Day Week</i>								
40.....	1	744					1	744
45.....	6	737					6	737
Over 45 and Under 48.....	1	451					1	451
48.....	4	885			1	242	3	643
50.....	3	3,337			3	3,337		
Total.....	15	6,154			4	3,579	11	2,575
<i>On a 5½-Day Week</i>								
44.....	1	543	1	543				
45.....	15	9,555			10	7,630	5	1,925
Total.....	16	10,098	1	543	10	7,630	5	1,925
<i>On a 6-Day Week</i>								
44.....	4	1,904			1	46	3	1,858
48.....	3	1,963	1	135	2	1,828		
Total.....	7	3,867	1	135	3	1,874	3	1,858
<i>All Mills</i>								
40.....	1	744					1	744
44.....	5	2,447	1	543	1	46	3	1,858
45.....	21	10,292			10	7,630	11	2,662
Over 45 and Under 48.....	1	451					1	451
48.....	7	2,848	1	135	3	2,070	3	643
50.....	3	3,337			3	3,337		
Total.....	38	20,119	2	678	17	13,083	19	6,358

pay was given by 5 mills, employing 4,500 workers, after 20 to 25 years of employment.

Statutory Holidays, Table XI.—All the mills in the Cotton Yarn and Cloth Industry reported observing six or more statutory holidays. Thirty mills, employing 85 per cent of the workers, paid for from two to eight of these. Most establishments observed eight days while most paid for six. This information indicates a considerable increase in the number of workers being paid for statutory holidays over the past year.

Sick Leave with Pay.—Twenty of the establishments, employing over half the workers, reported having a policy covering sick leave with pay. In most instances this was handled through a group insurance or sick benefit plan.

The Woollen Yarn and Cloth Industry

Average hourly wages in the Woollen Yarn and Cloth Industry increased 7.6 per cent during 1949 to reach a high of 259.6 over the base year 1939 as 100, according

to preliminary calculations for this industry. This is the smallest annual increase in wages since the removal of wage controls following the war.

In this industry, 81 mills employing 10,533 workers, were covered in the annual survey. Sixty-seven per cent of the workers were in 45 mills located in Ontario, 26 per cent were in 23 mills in Quebec, and the remainder were in mills scattered throughout the Maritime and Western Provinces. As with most of the primary textile industries, a large proportion of the workers were female (Table XII).

Forty-two of the mills, employing under 100 workers each, covered 17 per cent of the workers in the industry. Thirty-four mills, employing between 100 and 300 workers each, covered 59 per cent of the workers, and the remaining mills, employing more than 300 workers each, covered 24 per cent of the workers.

Collective Agreements.—One-half of the mills in the Woollen Yarn and Cloth Industry reported having written collective agreements covering over two-thirds of the mill workers. Most of the workers were

TABLE IX.—OVERTIME RATES OF PAY IN THE COTTON YARN AND CLOTH INDUSTRY, OCTOBER, 1949

Overtime Rates of Pay	After Daily Hours		Only After Weekly Hours		Sunday		Statutory Holidays	
	Monday to Saturday							
	Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers
<i>Straight time</i>								
Canada.....							4	1,946
Quebec.....							3	1,874
Ontario.....							1	72
<i>Time and one-quarter</i>								
Canada (Ontario only).....			1	94			1	94
<i>Time and one-half</i>								
Canada.....	21	8,847	15	11,155	32	18,963	11	6,733
Maritime Provinces.....	2	678			2	678	2	678
Quebec.....	5	2,718	12	10,365	15	12,817	2	2,735
Ontario.....	14	5,451	3	790	15	5,468	7	3,320
<i>Double time</i>								
Canada.....					1	242	6	2,422
Quebec.....					1	242	2	844
Ontario.....							(1)4	1,578
<i>Double time and one-half</i>								
Canada.....							15	8,901
Quebec.....							10	7,630
Ontario.....							5	1,271
<i>No overtime policy or no information reported</i>								
Canada.....	1	23			5	914	1	23
Total.....	22	8,870	16	11,249	38	20,119	38	20,119

(1) One mill (744 employees) paid time and one-half for work on unpaid statutory holidays.

represented by the Textile Workers Union of America (CIO-CCL), the United Textile Workers of America (AFL-TLC) and the National Catholic Federation of Textile Workers (CCCL). The remainder were represented by independent unions or employees' associations.

Normal Weekly Hours, Tables XIII and XIV.—More than half the mills, employing 57 per cent of the mill workers, reported working either a 45- or 48-hour week. This information indicates a lessening of the number of hours per week worked by the mills. The 5-day week was reported by 51 mills employing almost three-quarters of the workers. Most of the mills operating on a 5-day week reported normal hours of 45 or 48 per week. Twelve mills, employing a small number of workers, operated on a 5½-day week and 18 mills, employing 1,500 workers, reported operating 6 days per week.

Overtime Rates of Pay, Table XV.—Time and one-half was the most common

rate paid for work after standard daily or weekly hours in this industry. For work on Sunday, 11 mills, employing 1,750 workers, reported paying double time while 35 mills, employing over 60 per cent of the workers, reported paying the more general time and one-half rate.

The predominant overtime rate for work on observed statutory holidays was double time. This was reported by 20 establishments employing almost 3,000 mill workers. Seventeen mills, employing 2,400 workers, reported time and one-half for work on observed holidays and 12 mills, employing 2,900 workers, reported a rate of double time and one-half. As in the other divisions of the Primary Textiles Industry, there is a definite trend towards higher overtime rates for work on statutory holidays. In 1947, just 13 per cent of the workers received overtime pay at a rate higher than time and one-half for work on observed statutory holidays. In 1949, this proportion had increased to 56 per cent.

TABLE X.—VACATIONS WITH PAY IN THE COTTON YARN AND CLOTH INDUSTRY, OCTOBER, 1949

Length of Vacation and Service Requirements	Canada		Maritime Provinces		Quebec		Ontario	
	Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers
<i>Initial Vacation</i>								
One week after:								
No specified service.....	2	265	.....	.....	.....	.....	2	265
3 months.....	1	296	.....	.....	.....	.....	1	296
6 months.....	3	477	.....	.....	.....	.....	3	477
One year.....	14	5,179	.....	.....	6	2,742	8	2,437
Two weeks after:								
Less than 6 months.....	2	1,449	1	543	.....	.....	1	906
One year.....	1	135	1	135	.....	.....	.....	.....
Percentage of earnings:(1)								
2 per cent.....	11	10,341	.....	.....	11	10,341	.....	.....
4 per cent.....	4	1,977	.....	.....	.....	.....	4	1,977
Total.....	38	20,119	2	678	17	13,083	19	6,358
<i>Maximum Vacation</i>								
Two weeks after:								
One year.....	1	267	.....	.....	.....	.....	1	267
5 years.....	11	3,554	.....	.....	5	2,500	6	1,054
10 years.....	1	242	.....	.....	1	242	.....	.....
Three weeks after:								
20 years.....	1	451	.....	.....	.....	.....	1	451
25 years.....	4	4,055	.....	.....	1	2,711	3	1,344
Percentage of earnings:(1)								
6 per cent after 25 years.....	11	7,724	.....	.....	10	7,630	1	94
No increase for longer service..	9	3,826	2	678	.....	.....	7	3,148
Total.....	38	20,119	2	678	17	13,083	19	6,358

(1) Normally, 2 per cent of earnings is about equivalent to one week's vacation with pay, 4 per cent about two weeks with pay and 6 per cent about three weeks with pay.

Vacations with Pay, Table XVI.—All but three mills in the Maritime Provinces reported information on vacations with pay. Most of the mills gave an initial vacation of one week after one year of employment or paid two per cent of earnings.

Fifty mills, employing 80 per cent of the workers, reported increased vacations with pay after longer periods of employment. Most of these mills gave two weeks after five years of employment, although nine, employing 24 per cent of the workers, gave a maximum vacation of three weeks after at least 15 years.

Statutory Holidays, Table XVII.—All of the mills reported observing statutory holidays, with most of them observing eight days. Fifty-nine of the mills, employing 85 per cent of the workers, paid for one or more of the observed holidays. Twenty-two mills, employing one-quarter of the workers, paid for six days, and 15 mills, employing almost one-third of the workers, paid for the eight statutory holidays which were observed.

Sick Leave with Pay.—Most of the mills in this industry did not report having a provision for payment during illness. Of the 24 which did report some provision, most indicated a group insurance or sick benefit plan.

The Knitting Industry

Average hourly wages in the Knitting Industry increased 7.9 per cent during the year preceding October, 1949. Preliminary calculations by the Economics and Research Branch of the Department of Labour indicated that the index of wage rates in this industry had risen to 230.7 over the base year 1939 as 100.

As shown in Table XVIII, returns from 150 mills employing 18,660 mill workers were used to represent the Knitting Industry. More than half the workers were in 78 mills situated in Ontario, and 40 per cent were in 62 mills located in Quebec. Almost two-thirds of the mill workers were female.

Ninety of the mills employed less than 100 workers each, but these represented only 18 per cent of the mill workers. Sixty-one per cent of the workers were in 55 mills employing from 100 to 500 workers each, and the remaining 21 per cent of the workers were in mills having more than 500 workers each.

Collective Agreements.—Fifty-one of the mills reported having written collective agreements covering almost one-half the workers in the industry. The largest group of workers was covered by collective

TABLE XI.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR IN THE COTTON YARN AND CLOTH INDUSTRY, OCTOBER, 1949

Number of Statutory Holidays Paid For	Mills Observing Statutory Holidays, by number of days observed					Total Mills	Total Mill Workers
	6	7	8	9	More than 9		
2.....		4				4	2,764
6.....	6		3	4		13	10,695
7.....		1	1		1	3	1,035
8.....			10			10	2,689
Total Mills Paying for Two or More Holidays.....	6	5	14	4	1	30	17,183
Mills Not Paying for Observed Holidays.....		3	4		1	8	2,936
Total Mills Observing Holidays..	6	8	18	4	2	38	20,119

TABLE XII.—DISTRIBUTION OF MILLS AND MILL WORKERS IN THE WOOLLEN YARN AND CLOTH INDUSTRY, OCTOBER, 1949

	Canada	Maritime Provinces	Quebec	Ontario	Western Provinces
Number of Mills.....	81	7	23	45	6
Number of Mill Workers:					
Male.....	5,928	90	1,792	3,826	220
Female.....	4,625	108	945	3,261	311
Total.....	10,553	198	2,737	7,087	531

agreements negotiated through the Textile Workers Union of America (CIO-CCL). Other unions prominent in the Knitting Industry were: the National Federation of Clothing Industry Workers (CCCL), the National Catholic Federation of Textile Workers (CCCL), the United Textile Workers of America (AFL-TLC) and the National Federation of Full-Fashioned and Circular Hosiery Workers (CCCL).

Normal Weekly Hours, Tables XIX and XX.—Most of the mill employees in the Knitting Industry worked from 40 to 48 hours per week, with the largest single group working 45 hours. Over three-quarters of the workers were in 112 mills which reported operating on a 5-day week, while just a small proportion were in the nine mills which reported operating six days. In a few mills the female workers normally worked less weekly hours than the male workers. During the past two years there has been no significant change in the normal weekly hours of work.

Overtime Rates of Pay, Table XXI.—Almost all of the mills which reported premium pay for work after standard daily or weekly hours indicated a rate of time and one-half. Time and one-half was also

the predominant rate for work on Sunday, although eleven mills employing 2,600 workers reported a rate of double time.

Forty-two mills, employing about one-third of the workers, reported a rate of time and one-half for work on observed statutory holidays. Twenty mills reported paying a rate of double time and five reported a rate of double time and one-half for work on observed holidays. A large number of mills reported paying regular rates for work on statutory holidays.

Vacations with Pay, Table XXII.—A vacation period of one week with pay after a year of employment, or an equivalent 2 per cent of earnings, was reported as the initial vacation in most of the mills in this industry. In seven mills an initial vacation of two weeks was given.

Eighty-five of the mills, employing 79 per cent of the workers, reported giving longer vacation periods as the worker's term of employment increased. Most of these mills reported a two-weeks vacation, or 4 per cent of earnings, after 5 years of employment. Twelve mills reported giving a maximum vacation of three weeks, or 6 per cent of earnings, after 15 or more years of employment.

TABLE XIII.—NORMAL WEEKLY HOURS FOR MILL WORKERS, MALE, IN THE WOOLLEN YARN AND CLOTH INDUSTRY, OCTOBER, 1949

Normal Weekly Hours	Canada		Maritime Provinces		Quebec		Ontario		Western Provinces	
	Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers
<i>On a 5-Day Week</i>										
40.....	7	896			1	214	3	609	3	73
45.....	17	1,285	1	21			16	1,264		
47½.....	7	389					7	389		
48.....	18	1,461			4	350	14	1,111		
50.....	2	193			2	193				
Total.....	51	4,224	1	21	7	757	40	3,373	3	73
<i>On a 5½-Day Week</i>										
44.....	3	126	1	4	1	80			1	42
45.....	2	164	1	5	1	159				
Over 45 and Under 50.....	4	177	1	23	2	64			1	90
50 and Over.....	3	204			2	186	1	18		
Total.....	12	671	3	32	6	489	1	18	2	132
<i>On a 6-Day Week</i>										
Under 48.....	1	5	1	5						
48.....	9	761			4	311	4	435	1	15
Over 48 and Under 50.....	1	26	1	26						
50.....	2	166			2	166				
Over 50.....	5	75	1	6	4	69				
Total.....	18	1,033	3	37	10	546	4	435	1	15
<i>All Mills</i>										
40.....	7	896			1	214	3	609	3	73
44.....	4	131	2	9	1	80			1	42
45.....	19	1,449	2	26	1	159	16	1,264		
Over 45 and Under 48.....	8	431			1	42	7	389		
48.....	28	2,244			9	683	18	1,546	1	15
Over 48 and Under 50.....	3	139	2	49					1	90
50.....	5	377			4	359	1	18		
Over 50.....	7	261	1	6	6	255				
Total.....	81	5,923	7	90	23	1,792	45	3,826	6	220

Statutory Holidays, Table XXIII.—All but one of the mills reported observing at least four statutory holidays, and three-quarters of the workers were in 86 mills which paid for two or more of the holidays observed. Most of the mills observed eight statutory holidays and paid for six or all of them.

Sick Leave with Pay.—Forty of the mills, employing about 7,300 workers, reported providing for sick leave with pay. Generally, all the workers were covered by a group insurance or sick benefit plan, but in some cases it was limited to salaried employees only or given at the discretion of the management.

The Rayon Yarn and Fabric Industry

The preliminary wage index calculated for the Rayon Yarn and Fabric Industry as at October 1, 1949, showed an increase of 6.8 per cent over the preceding year. This raised the index to 233.1 over the base year 1939 as 100.

In analysing this industry, returns from 34 mills employing almost 14,000 workers

were used (Table XXIV). Seventy-four per cent of the workers were employed in the 24 mills located in the Province of Quebec and 21 per cent of the workers were in mills located in Ontario. In this industry, as with the others in the primary textile group, a large proportion of the workers were female.

Twenty-five mills, each employing under 300 workers, only covered one-fifth of the workers in the industry, while 4 mills, employing more than 900 workers each, covered 56 per cent of the workers.

Collective Agreements.—Twenty-two mills in the Rayon Yarn and Fabric Industry reported having written collective agreements covering about one-half of the total workers. The majority of the workers were represented either by the National Catholic Federation of Textile Workers (CCCL) or by the Textile Workers Union of America (CIO-CCL).

Normal Weekly Hours, Table XXV.—Eight mills employing almost one-half of the workers in the industry reported a normal work week of 48 hours. The 5-day week was reported by 18 of the mills in

TABLE XIV.—NORMAL WEEKLY HOURS FOR MILL WORKERS, FEMALE, IN THE WOOLLEN YARN AND CLOTH INDUSTRY, OCTOBER, 1949

Normal Weekly Hours	Canada		Maritime Provinces		Quebec		Ontario		Western Provinces	
	Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers
<i>On a 5-Day Week</i>										
40.....	8	403			1	130	4	200	3	73
Over 40 and Under 45.....	1	438					1	438		
45.....	18	1,508	1	15			17	1,493		
47½.....	7	493					7	493		
48.....	15	650			4	152	11	498		
50.....	2	76			2	76				
Total.....	51	3,568	1	15	7	358	40	3,122	3	73
<i>On a 5½-Day Week</i>										
44.....	3	132	1	6	1	18			1	108
45.....	3	187	1	14	1	59			1	114
Over 45 and Under 48.....	1	58			1	58				
48.....	2	63			1	53	1	10		
Over 48.....	3	160	1	20	2	140				
Total.....	12	600	3	40	6	328	1	10	2	222
<i>On a 6-Day Week</i>										
44.....	2	26	1	10					1	16
Over 44 and Under 48.....	1	35					1	35		
48.....	7	267			4	173	3	94		
Over 48 and Under 50.....	1	37	1	37						
50.....	3	54	1	6	2	48				
Over 50.....	4	38			4	38				
Total.....	18	457	3	53	10	259	4	129	1	16
<i>All Mills</i>										
40.....	8	403			1	130	4	200	3	73
Over 40 and Under 44.....	1	438					1	438		
44.....	5	158	2	16	1	18			2	124
45.....	22	1,730	2	29	1	59	18	1,528	1	114
Over 45 and Under 48.....	8	551			1	55	7	493		
48.....	24	980			9	378	15	602		
Over 48 and Under 50.....	2	57	2	57						
50.....	5	130	1	6	4	124				
Over 50.....	6	178			6	178				
Total.....	81	4,625	7	108	23	945	45	3,261	6	311

this industry employing 13 per cent of the workers and the 5½-day week was reported by 11 mills employing over 40 per cent of the workers.

Overtime Rates of Pay, Table XXVI.—Practically all of the mills paid a rate of time and one-half for work after standard daily or weekly hours. Of the 19 mills reporting an overtime policy for work on Sunday, 14 employing 8,200 workers reported time and one-half and five employing 2,900 workers, a rate of double time.

As in the other divisions of the textile industry, the tendency over the past two years has been to give higher rates of pay for work on observed statutory holidays. Ten of the mills reported paying a rate of double time and three mills, employing 2,800 workers, paid double time and one-half.

Vacations with Pay, Table XXVII.—All the mills in the industry reported an initial vacation of at least one week, or its equivalent, after a year or less of employment.

Twenty-two mills, employing over 80 per cent of the workers, reported increasing the vacation as the period of employment increased. Thirteen of these, employing 5,200 workers, gave a maximum vacation of two weeks, or 4 per cent of earnings, after 5 years. Six mills, employing more than 5,000 workers, gave three weeks' vacation with pay after a service requirement of at least 15 years.

Statutory Holidays, Table XXVIII.—All of the 34 mills surveyed in this industry reported observing statutory holidays. Twenty-seven of them, employing almost 90 per cent of the workers, paid for from 2 to 9 days. Two-thirds of the workers were in 15 mills paying for 2, 3 or 4 statutory holidays.

Sick Leave with Pay.—Sixteen mills, employing 68 per cent of the workers, reported having some policy covering sick leave. All but one of these mills reported a group insurance plan.

TABLE XV.—OVERTIME RATES OF PAY IN THE WOOLLEN YARN AND CLOTH INDUSTRY, OCTOBER, 1949

Overtime Rates of Pay	After Daily Hours				Only After Weekly Hours		Sunday		Statutory Holidays	
	Monday to Friday		Saturday							
	Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers
<i>Straight time</i>										
Canada									15	1,074
Maritime Provinces									4	56
Quebec									1	218
Ontario									9	596
Western Provinces									1	204
<i>Time and one-quarter</i>										
Canada (Ontario only)					3	277	2	268	1	19
<i>Time and one-half</i>										
Canada	35	6,039	33	5,471	22	2,952	35	6,512	17	2,401
Maritime Provinces	2	51	2	51	2	106	4	157	1	63
Quebec	9	1,238	8	908	11	1,415	7	1,059	5	954
Ontario	22	4,581	21	4,343	8	1,400	22	5,032	10	1,234
Western Provinces	2	169	2	169	1	31	2	264	1	150
<i>Double time</i>										
Canada			1	238			11	1,754	(1) 20	2,984
Maritime Provinces									1	43
Quebec							6	948	8	1,016
Ontario			1	238			4	787	8	1,761
Western Provinces							1	19	3	164
<i>Double time and one-half</i>										
Canada									12	2,923
Maritime Provinces									1	36
Ontario									11	2,887
<i>Other</i>										
Canada (Ontario only)	1	208	1	208			1	130	1	384
<i>No overtime policy or no information given</i>	20	1,077	21	1,407			32	1,889	15	768
Total	56	7,324	56	7,324	25	3,229	81	10,553	81	10,553

(1) Four mills paying double time on paid statutory holidays pay time and one-half on unpaid statutory holidays.

TABLE XVI.—VACATIONS WITH PAY IN THE WOOLLEN YARN AND CLOTH INDUSTRY, OCTOBER, 1949

NOTE: Three mills did not report information on vacations with pay.

Length of Vacation and Service Requirements	Canada		Maritime Provinces		Quebec		Ontario		Western Provinces	
	Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers
<i>Initial Vacation</i>										
One week after:										
3 months.....	5	609					5	609		
6 months.....	4	417			2	370	2	47		
One year.....	55	7,284	3	118	13	1,123	34	5,525	5	518
Two weeks after:										
No specified service.....	1	100			1	100				
6 months.....	1	13							1	13
Percentage of earnings:(1)										
2 per cent.....	10	2,029			6	1,123	4	906		
Miscellaneous:										
½ day per month.....	2	64	1	43	1	21				
Total.....	78	10,516	4	161	23	2,737	45	7,087	6	531
<i>Maximum Vacation</i>										
One week after:										
6 months.....	1	213					1	213		
Two weeks after:										
One year.....	2	103			1	75	1	28		
2 years.....	2	237					1	33	1	204
3 years.....	5	525	1	19	1	207	1	249	2	50
4 years.....	1	208					1	208		
5 years.....	27	4,112	1	63	4	540	21	3,395	(2) 1	114
Other.....	1	295			1	295				
Three weeks after:										
15 years.....	3	552			2	168	1	384		
20 years.....	2	603					2	603		
25 years.....	3	996			1	218	2	778		
Other.....	1	344			1	344				
Percentage of earnings:(1)										
4 per cent after 5 years.....	1	21			1	21				
4 per cent after 10 years.....	1	193			1	193				
No increase for longer service	28	2,114	2	79	10	676	14	1,196	2	163
Total.....	78	10,516	4	161	23	2,737	45	7,087	6	531

(1) Normally, 2 per cent of earnings is about equivalent to one week's vacation with pay and 4 per cent about two weeks with pay.

(2) This mill reported giving an additional 12 hours' vacation with pay to employees with "long service".

TABLE XVII.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR IN THE WOOLLEN YARN AND CLOTH INDUSTRY, OCTOBER, 1949

Number of Statutory Holidays Paid For	Mills Observing Statutory Holidays, by number of days observed							Total Mills	Total Workers
	Less than 6	6	7	8	9	10	More than 10		
1.....					1			1	180
2.....				3				3	143
3.....	1			1	1			3	307
4.....		1		1	1	1		4	724
5.....				2				2	754
6.....			11	1	8	2		22	2,729
7.....				2	1	2		5	526
8.....				15				15	3,396
9.....						1		1	75
10.....						1		1	13
More than 10.....							2	2	93
Total Mills Paying for One or More Holidays....	1	12	1	32	4	7	2	59	8,940
Mills Not Paying for Observed Holidays.....	3	2	6	4	5	1	1	22	1,613
Total Mills Observing Holidays.....	4	14	7	36	9	8	3	81	10,553

TABLE XVIII.—DISTRIBUTION OF MILLS AND MILL WORKERS IN THE KNITTING INDUSTRY, OCTOBER, 1949

	Canada	Maritime Provinces	Quebec	Ontario	Western Provinces
Number of Mills.....	150	4	62	78	6
Number of Mill Workers:					
Male.....	6,811	367	3,082	3,287	75
Female.....	11,849	621	4,470	6,443	315
Total.....	18,660	988	7,552	9,730	390

TABLE XIX.—NORMAL WEEKLY HOURS FOR MILL WORKERS, MALE, IN THE KNITTING INDUSTRY, OCTOBER, 1949

NOTE: One mill did not report any male workers.

Normal Weekly Hours	Canada		Maritime Provinces		Quebec		Ontario		Western Provinces	
	Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers
<i>On a 5-day week</i>										
Under 40.....	1	2					1	2		
40.....	12	620			1	15	8	538	3	67
Over 40 and under 44.....	4	184			1	19	2	162	1	3
44.....	11	112			6	48	4	20	1	44
45.....	48	2,201			12	642	36	1,559		
Over 45 and under 47½.....	3	63			2	30	1	33		
47½.....	9	871			3	424	6	447		
48.....	18	908			10	512	8	396		
50.....	4	187			4	187				
Over 50.....	2	12			2	12				
Total.....	112	5,160			41	1,889	66	3,157	5	114
<i>On a 5½-day week</i>										
Under 44.....	1	23			1	23				
44.....	5	164	1	128			4	36		
45.....	1	129			1	129				
Over 45 and under 47½.....	2	132	1	126			1	6		
47½.....	(1) 2	48					(1) 2	48		
48.....	9	492	1	34	6	442	2	16		
Over 48 and under 50.....	2	16			1	9	1	7		
50.....	2	146			2	146				
Over 50.....	4	81			4	81				
Total.....	28	1,231	3	288	15	830	10	113		
<i>On a 6-day week</i>										
44.....	3	77			1	71	1	5	1	1
48.....	3	290			3	290				
Over 48 and under 50.....	3	93	1	79	1	2	1	12		
Total.....	9	460	1	79	5	363	2	17	1	1
<i>All Mills</i>										
Under 40.....	1	2					1	2		
40.....	12	620			1	15	8	538	3	67
Over 40 and under 44.....	5	207			2	42	2	162	1	3
44.....	19	313	1	128	7	119	9	61	2	45
45.....	49	2,330			13	771	36	1,559		
Over 45 and under 47½.....	5	195	1	126	2	30	2	39		
47½.....	(1) 11	919			3	424	(1) 8	495		
48.....	30	1,690	1	34	19	1,244	10	412		
Over 48 and under 50.....	5	109	1	79	2	11	2	19		
50.....	6	333			6	333				
Over 50.....	6	93			6	93				
Total.....	149	6,811	4	367	61	3,082	78	3,287	6	115

(1) Includes one mill working 47½ hours per week.

TABLE XX.—NORMAL WEEKLY HOURS FOR MILL WORKERS, FEMALE, IN THE KNITTING INDUSTRY, OCTOBER, 1949

NOTE: One mill did not report any female workers.

Normal Weekly Hours	Canada		Maritime Provinces		Quebec		Ontario		Western Provinces	
	Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers
<i>On a 5-day week</i>										
Under 40.....	1	21					1	21		
Over 40.....	14	1,480					11	1,211	3	269
Over 40 and under 44.....	5	423			1	33	3	377	1	13
Over 44.....	12	243			7	161	4	58	1	24
Over 45.....	51	4,654			16	1,238	35	3,416		
Over 45 and under 47½.....	3	1,035			3	178				
Over 47½.....	7	391			2	253	5	857		
Over 48.....	15	698			9	698	6	138		
Over 50.....	4	261			4	261				
Total.....	112	9,206			42	2,822	65	6,078	5	306
<i>On a 5½-day week</i>										
Under 44.....	1	14			1	14				
Over 44.....	8	578	1	317	2	152	5	109		
Over 45.....	1	15			1	15				
Over 45 and under 47½.....		2	125	1	65		(1) 1	60		
Over 47½.....	(1) 2	119					2	119		
Over 48.....	9	705	1	134	6	539	2	32		
Over 50.....	2	291			2	291				
Over 50.....	3	66			3	66				
Total.....	28	1,913	3	516	15	1,077	10	320		
<i>On a 6-day week</i>										
Under 40.....	1	30					1	30		
Over 40.....	3	211			1	187	1	15	1	9
Over 48.....	2	103			2	103				
Over 48 and under 50.....	2	110	1	105	1	5				
Over 50.....	1	276			1	276				
Total.....	9	730	1	105	5	571	2	45	1	9
<i>All Mills</i>										
Under 40.....	1	21					1	21		
Over 40.....	15	1,510					12	1,241	3	269
Over 40 and under 44.....	6	437			2	47	3	377	1	13
Over 44.....	23	1,032	1	317	10	500	10	182	2	33
Over 45.....	52	4,669			17	1,253	35	3,416		
Over 45 and under 47½.....	5	303	1	65	3	178	1	60		
Over 47½.....	(1) 9	1,229			2	253	7	976		
Over 48.....	26	1,644	1	134	17	1,340	8	170		
Over 48 and under 50.....	2	110	1	105	1	5				
Over 50.....	7	828			7	828				
Over 50.....	3	66			3	66				
Total.....	149	11,849	4	621	62	4,470	77	6,443	6	315

(1) Includes one mill working 47½ hours per week.

TABLE XXI.—OVERTIME RATES OF PAY IN THE KNITTING INDUSTRY, OCTOBER, 1949

Overtime Rates of Pay	After Daily Hours				Only After Weekly Hours		Sunday		Statutory Holidays	
	Monday to Friday		Saturday		Mills	Workers	Mills	Workers	Mills	Workers
	Mills	Workers	Mills	Workers						
<i>Straight Time</i>										
Canada.....	2	64	2	64			2	64	37	4,194
Maritime Provinces.....									1	445
Quebec.....									15	2,154
Ontario.....	2	64	2	64			2	64	21	1,595
<i>Time and one-quarter</i>										
Canada.....	2	199	2	199	1	292			3	491
Ontario.....					1	292				
Western Provinces.....	2	199	2	199					2	199
<i>Time and one-half</i>										
Canada.....	43	7,068	42	6,852	54	7,982	44	8,385	42	6,027
Maritime Provinces.....	1	168	1	168	2	375	1	184	3	543
Quebec.....	17	2,457	17	2,457	35	4,693	20	4,301	22	2,529
Ontario.....	23	4,296	22	4,080	17	2,914	21	3,753	15	2,808
Western Provinces.....	2	147	2	147			2	147	2	147
<i>Double Time</i>										
Canada.....							11	2,614	(1)20	4,382
Maritime Provinces.....							1	168		
Quebec.....							4	624	7	1,443
Ontario.....							6	1,822	13	2,939
<i>Double Time and one-half</i>										
Canada.....									5	1,010
Quebec.....									1	155
Ontario.....									4	855
<i>Other</i>										
Canada.....					2	60	1	85	3	509
Quebec.....					1	32	1	32	3	599
Ontario.....							1	53		
Western Provinces.....					1	28				
<i>No overtime policy or no information reported</i>										
Canada.....	46	2,995	47	3,211			91	7,512	40	2,047
Total.....	93	10,326	93	10,326	57	8,334	150	18,660	150	18,660

(1) Seven mills pay time and one-half for work on unpaid statutory holidays.

TABLE XXII.—VACATIONS WITH PAY IN THE KNITTING INDUSTRY, OCTOBER 1949

NOTE: One mill did not report information on vacations with pay.

Length of Vacation and Service Requirements	Canada		Maritime Provinces		Quebec		Ontario		Western Provinces	
	Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers
<i>Initial Vacation</i>										
One week after:										
No specified service.....	10	1,006	1	191	4	584	5	231		
3 months.....	6	468			1	94	5	374		
6 months.....	9	1,038	1	445	3	82	4	501	1	10
One year.....	92	11,996	1	184	41	4,345	47	7,207	3	260
Other.....	1	59					1	59		
Two weeks after:										
One year.....	4	176					2	56	2	120
Other.....	3	215					2	182		
Percentage of earnings:(1)										
2 per cent.....	24	3,691	1	168	12	2,414	11	1,109		
Total.....	149	18,649	4	988	62	7,552	77	9,719	6	390
<i>Maximum Vacation</i>										
Two weeks after:										
One year.....	5	219			2	69	2	140	1	10
3 years.....	9	819			1	52	7	739	1	28
5 years.....	44	8,202	2	375	24	4,478	18	3,349		
Other.....	8	992	1	445	3	251	3	159	1	137
Three weeks after:										
15 years.....	2	322					2	322		
25 years.....	5	933			1	12	4	921		
Other.....	4	1,862			1	292	3	1,570		
Percentage of earnings:(1)										
4 per cent after 5 years.....	6	784	1	168			5	616		
5 per cent after 15 years.....	1	462			1	462				
6 per cent after 15 years.....	1	155			1	155				
No increase for longer service	64	3,899			28	1,781	33	1,903	3	215
Total.....	149	18,649	4	988	62	7,552	77	9,719	6	390

(1) Normally, 2 per cent of earnings is about equivalent to one week's vacation with pay, 4 per cent about two weeks with pay and 6 per cent about three weeks with pay.

TABLE XXIII.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR IN THE KNITTING INDUSTRY, OCTOBER, 1949

NOTE: One mill did not report information on statutory holidays.

Number of Statutory Holidays Paid For	Mills Observing Statutory Holidays, by number of days observed								Total Mills	Total Workers
	4	5	6	7	8	9	10	More than 10		
1.....			1						1	107
2.....		2		1	2		2		7	637
3.....				5		3		1	9	2,567
4.....	2			(1)4	3	1			10	816
5.....		1			2		1		4	419
6.....			4		15	2	4	1	26	5,953
7.....				1	2	2			5	765
8.....					17				17	2,392
9.....						4		1	5	229
More than 9.....								2	2	140
Total Mills Paying for One or More Holidays.	2	3	5	11	41	12	7	5	86	14,025
Mills Not Paying for Observed Holidays.....	1		3	9	21	(2)12	14	3	63	4,626
Total Mills Observing Statutory Holidays....	3	3	8	20	62	24	21	8	149	18,651

(1) One mill reported observing 7½ statutory holidays.

(2) Six mills reported observing 9½ statutory holidays.

**TABLE XXIV.—DISTRIBUTION OF MILLS AND MILL WORKERS IN THE RAYON
YARN AND FABRIC INDUSTRY, OCTOBER, 1949**

	Canada	Maritime Provinces	Quebec	Ontario
Number of Mills.....	34	1	24	9
Number of Mill Workers:				
Male.....	9,925	420	7,519	1,986
Female.....	4,048	258	2,855	935
Total.....	13,973	678	10,374	2,921

**TABLE XXV.—NORMAL WEEKLY HOURS FOR MILL WORKERS IN THE RAYON
YARN AND FABRIC INDUSTRY, OCTOBER, 1949**

Normal Weekly Hours	Male Workers						Female Workers					
	Canada		Quebec		Ontario		Canada		Quebec		Ontario	
	Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers
<i>On a 5-day week</i>												
44.....	1	63			1	63	1	92			1	92
45.....	4	188	1	21	3	167	6	154	3	25	3	129
Over 45 and under 48.....	1	5			1	5	1	21			1	21
48.....	3	278	1	188	2	90	3	161	1	80	2	81
50.....	8	472	8	472			7	352	7	352		
Over 50.....	1	27	1	27								
Total.....	18	1,033	11	708	7	325	18	780	11	457	7	323
<i>On a 5½-day week—</i>												
Under 44.....	1	333	1	333			1	172	1	172		
44.....	(1)4	2,198	1	117	2	1,661	(1)4	893	1	23	2	612
48.....	1	62	1	62			1	22	1	22		
50.....	1	490	1	490			2	365	2	365		
55.....	4	1,129	4	1,129			3	284	3	284		
Total.....	(1)11	4,212	8	2,131	2	1,661	(1)11	1,736	8	866	2	612
<i>On a 6-day week.....</i>												
48.....	4	4,620	4	4,620			4	1,500	4	1,500		
55.....	1	60	1	60			1	32	1	32		
Total.....	5	4,680	5	4,680			5	1,532	5	1,532		
<i>All Mills</i>												
Under 44.....	1	333	1	333			1	172	1	172		
44.....	(1)5	2,261	1	117	3	1,724	(1)5	985	1	23	3	704
45.....	4	188	1	21	3	167	6	154	3	25	3	129
Over 45 and under 48.....	1	5			1	5	1	21			1	21
48.....	8	4,960	8	4,870	2	90	8	1,683	6	1,602	2	81
50.....	9	962	9	962			9	717	9	717		
Over 50 and under 55.....	1	27	1	27								
55.....	5	1,189	5	1,189			4	316	4	316		
Total.....	(1)34	9,925	24	7,519	9	1,986	(1)34	4,048	24	2,855	9	935

(1) Includes one mill in the Maritime Provinces.

TABLE XXVI.—OVERTIME RATES OF PAY IN THE RAYON YARN AND FABRIC INDUSTRY, OCTOBER, 1949

Overtime Rates of Pay	After Daily Hours				Only After Weekly Hours		Sunday		Statutory Holidays	
	Monday to Friday		Saturday							
	Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers
<i>Straight Time</i>										
Canada.....	1	268							2	709
Maritime Provinces.....									1	678
Quebec.....	1	268							1	31
<i>Time and one-half</i>										
Canada.....	22	7,559	23	7,827	9	6,081	14	8,197	15	8,135
Maritime Provinces.....	1	678	1	678			1	678		
Quebec.....	13	3,978	14	4,246	9	6,081	9	7,060	11	7,650
Ontario.....	8	2,903	8	2,903			4	459	4	485
<i>Double Time</i>										
Canada.....							5	2,916	(1)10	1,718
Quebec.....							3	643	8	1,135
Ontario.....							2	2,273	2	383
<i>Double Time and one-half</i>										
Canada.....									3	2,825
Quebec.....									1	990
Ontario.....									2	1,835
<i>Other</i>										
Canada (Quebec only).....					1	47			1	505
<i>No overtime policy or no information reported</i>										
Canada.....	1	18	1	18			15	2,860	3	81
Total.....	24	7,845	24	7,845	10	6,128	34	13,973	34	13,973

(1) Two mills in Quebec and one in Ontario paid time and one-half for work on unpaid statutory holidays.

TABLE XXVII.—VACATIONS WITH PAY IN THE RAYON YARN AND FABRIC INDUSTRY, OCTOBER, 1949

Length of Vacation and Service Requirements	Canada		Quebec		Ontario	
	Mills	Workers	Mills	Workers	Mills	Workers
<i>Initial Vacation</i>						
One Week After:						
No specified service.....	2	427	1	268	1	159
Less than 6 months.....	6	1,609	4	1,565	2	44
6 months.....	3	700	2	143	1	557
1 year.....	14	9,334	12	7,463	2	1,871
Two Weeks After:						
Less than 1 year.....	(1)2	694	1	16		
1 year.....	1	31	1	31		
Percentage of Earnings:(2)						
2 per cent.....	6	1,178	3	888	3	290
Total.....	(1)34	13,973	24	10,374	9	2,921
<i>Maximum Vacation</i>						
Two Weeks After:						
3 years.....	1	159			1	159
5 years.....	10	4,400	9	2,684	1	1,716
Over 5 years.....	2	890	1	735	1	155
Three Weeks After:						
15 years.....	2	4,369	2	4,369		
20 years.....	1	26			1	26
25 years.....	2	676			2	676
Other.....	1	30			1	30
Percentage of Earnings:(2)						
4 per cent after 5 years.....	3	784	2	643	1	141
No Increase for Longer Service.....	(1)12	2,639	10	1,943	1	18
Total.....	(1)13	13,973	24	10,374	9	2,921

(1) Includes one mill in the Maritime Provinces.

(2) Normally, 2 per cent of earnings is about equivalent to one week's vacation with pay and 4 per cent about two weeks with pay.

TABLE XXVIII.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR IN THE RAYON YARN AND FABRIC INDUSTRY, OCTOBER, 1949

Number of Statutory Holidays Paid for	Mills Observing Statutory Holidays by number of days observed							Total Mills	Total Mill Workers
	Less than 7	7	8	9	10	11	More than 11		
2.....		1	1		1	1		4	1,479
3.....		1		3	3	1		8	6,595
4.....		(1)1		(2)1	1			3	1,086
5.....			1					1	119
6.....		2	1		1			4	747
7.....			1					1	1,716
8.....				5				5	511
9.....							1	1	138
Total Mills Paying for Two or More Holidays.....	2	4	8	4	6	2	1	27	12,391
Mills Not Paying for Observed Holidays.....	3		2			1	1	7	1,582
Total Mills Observing Holidays.....	5	4	10	4	6	3	2	34	13,973

(1) This mill observed 7½ statutory holidays.

(2) This mill observed 9½ statutory holidays.

An analysis of the current employment situation prepared by the Economics and Research Branch, Department of Labour, on the basis of returns from the National Employment Service, reports from the Dominion Bureau of Statistics, and other official information.

EMPLOYMENT CONDITIONS DURING MARCH, 1950

Seasonal expansion in employment was evident during March. The greatest improvement took place in British Columbia; in the Atlantic and Quebec regions, the end of hauling operations in the woods added to the labour surplus. In these latter regions, also, registrations for supplementary benefits under the Unemployment Insurance Act were heaviest. Marked improvement during April was expected in most areas.

Employment conditions responded to seasonal influences during March. Expansion was slower than usual, however, since adverse weather delayed construction activity in many areas; this industry is usually the chief source of new employment during March. In addition, the ending of the Provincial Government's works program in Newfoundland, the close of hauling operations in the woods, and the major lay-off in the automobile industry of Ontario, contributed to the number of unplaced applicants registered with the National Employment Service.

Excluding those persons applying for supplementary benefits who were not registered on February 28 when this new program began, applicants at employment offices declined slightly during March to a level of 371,700 at the end of the month. Some 56,500 of these "new" registrants were added during the month as a result of the supplementary benefit program. Loggers formed by far the largest group of these additional claimants and, consequently, registrations were concentrated in the Quebec and Atlantic regions.

Further expansion in manufacturing, and the opening of new work in construction and agriculture, should bring about sharp improvement during April.

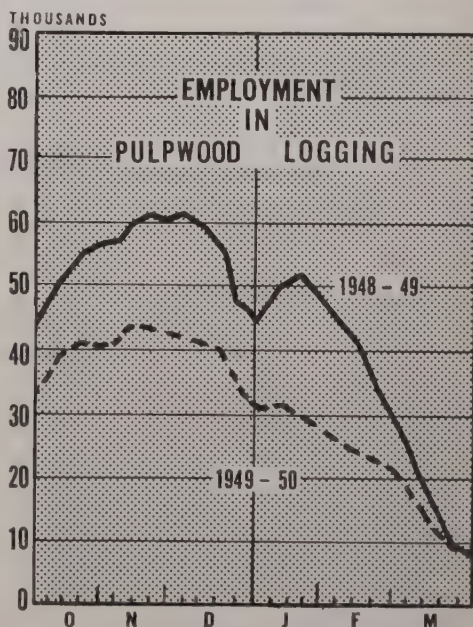
Industrial Analysis

Employment in **logging** in eastern Canada declined rapidly during March, as cutting and hauling operations were completed. The demand for labour in this industry would remain light until river driving got under way with the spring break-up, when a secondary employment peak would occur.

A considerable proportion of the workers released from the industry are farmers or farm workers and many of these have

returned to agricultural work. Large numbers of the remainder, however, were unable to find alternative employment immediately and registered at Unemployment Insurance Commission offices to collect supplementary benefits. Claimants in this category were particularly heavy in the province of Quebec, where about 15,000 loggers were registered as unplaced applicants at the end of March, and in the Atlantic Region where 7,500 were on record.

Logging activity in British Columbia was slowly getting back to normal in March after unusually heavy winter lay-offs. This



Eastern Canada including Manitoba as reported by Canadian Pulp and Paper Association.

general improvement in the employment situation was reflected in a drop from 7,000 to 2,000 in the number of persons registered for work in logging with the National Employment Service. Operations in camps at higher levels were still closed in most cases, however, and poor road conditions limited work in some areas. The employment situation was not expected to be completely back to normal until at least mid-April.

Labour market conditions in the *mining* industry were generally stable during March, with little labour demand and only a slight surplus of workers evident. Labour turnover and absenteeism, formerly serious problems in the industry, now are negligible. Short time has appeared in some sections of the coal mining industry, however, as a means of bringing production into line with demand.

Mining employment was well sustained during the first part of 1950, as export markets for the principal producers remained firm. Employment statistics issued by the Dominion Bureau of Statistics, which relate to February 1, show that employment among reporting mining companies was 85,000 in total. This was an increase of 1 per cent over the figure twelve months previously. This total was divided among the main divisions in the industry as shown below:—

Industry:	February 1, 1950	February 1, 1949	Per Cent Change
Coal	24,948	25,627	down 2.4
Metallic ores	43,977	42,649	up 3.1
Non-metallic minerals	15,964	15,689	up 1.8
Total	84,889	83,965	up 1.1

Wage rates in the industry continue to show a slight upward trend, but the rate of increase is not as rapid as in previous post-war years. Average hourly earnings in the industry were reported at \$1.20 at January 1, 1950, as against \$1.17 in January, 1949. Coal miners' earnings, at \$1.31 on the average, were highest among the three groups. New wage agreements arrived at in this industry during March, however, do not provide for any further wage increases. In Nova Scotia, a new contract was signed by some 7,000 miners of District 26 of the United Mine Workers (CCL) without any increase in wages. Some 1,200 Vancouver Island coal miners were asked to take a 75-cent-a-day wage cut, but refused to accept these terms.

With the opening of the 1950 *construction* season, wage negotiations were in progress during March between contractors and the building trades' unions.

In general, activity in the industry was just beginning to gain momentum. An indication of this pick-up was the increase in the value of contracts awarded from \$65,000,000 in February to \$75,000,000 in March. The total for the first three months of 1950, at \$216,000,000, was \$7,000,000 below that of the first quarter of 1949. With the industry only partially active, many construction workers were still unemployed at the end of March.

Divergent trends were apparent in the labour market in the *manufacturing* industries during March. Some industries were already beginning to feel the effect of the spring break-up, while in others short-time work and lay-offs remained prevalent. The following summarizes the salient features in some of the major divisions of the industry as a whole.

The beginning of the seasonal uptrend in *sawmill* employment was accelerated during March by the return to work in British Columbia of several thousand mill-workers who had been laid off by bad weather. The labour force throughout the sawmill industry will continue to expand until late summer, at which time it is expected to be about 25 per cent above

the mid-winter low. Those employed in the industry in the winter of 1949-50 amounted to about 43,000, slightly less than the number at work in the previous year, but a strong demand for lumber now is exerting a buoyant effect on employment in all regions except the Maritimes.

The annual peak of activity in the *primary textile* industry is usually reached in February and a slight slackening occurs during March. During the first quarter of 1950, with expansion in the cotton and silk manufacturing groups more than offset by reductions in staff among woollen and hosiery manufacturers, the industry has been operating with lower employment levels than in 1949. Unskilled labour is reported as plentiful in the industry but

skilled labour is still in demand, since turnover is high as many workers leave before their training period is completed.

The *clothing* industry was in its most active period during March, as the spring peak is reached slightly later than in the primary textile industry. Year-to-year comparisons show production and employment in the industry are expanding, chiefly because of strong domestic demand. The D.B.S. index of employment, at February 1, was 130.4 (June 1, 1941=100), compared to 126.4 at the same date in the previous year.

Lay-offs in the Canadian *automobile* industry resulting from a strike in the United States interrupted the steady upward trend of employment during March. Some 5,000 workers were affected in total, of whom 3,800 were employed in one plant in Windsor. Some 550 of these were re-hired on March 13 but laid off again on April 14. The remaining twelve hundred workers laid off were employed in eleven parts plants in six Ontario cities.

Strengthening demand for *aluminum*, especially in the United States which is reported to require two and one-half times the amount produced there, has placed this industry in a more favourable position.

In the *transportation* industry, lake shipping was one of the first areas of the labour market to show signs of a spring pick-up in activity. Although the first boats received their sailing orders at the end of March, this was nearly a month behind the all-time record opening date established last year on March 4. This spring, most of the ships did not start moving until April 15 and St. Lawrence navigation was held off until the opening of the Lachine canal on April 22. All lake ports report that no difficulty was experienced in manning their ships and owners predict a normally active season.

Regional Analysis

Employment in the *Atlantic* region reached the lowest point of the year during March, with the end of most log hauling activity in Nova Scotia and New Brunswick, and with the termination of the Provincial Government's winter works program in Newfoundland. These circumstances brought continuing increases in the number of persons registered with the National Employment Service. The supplementary benefit program also brought to NES offices many who are not usually registered at this time of year. While no significant improvements took place, and employment generally was slightly below last year's level, plans for 1950 were being

finalized, preparations were under way and more optimism toward the future was apparent.

In Newfoundland, after having employed a peak of about 9,000 workers and helping many to qualify for unemployment assistance, the Provincial Government's winter works program ended on March 15, with some 5,000 still employed at that date. Those unable to find work or to qualify for assistance will be paid regular relief rates under a relief work scheme that began March 16. Construction planned for 1950 in Newfoundland includes a \$3 million slum clearance project in St. John's, a variety of Federal Government work and extensive track and roadbed maintenance and other construction to be undertaken by the Canadian National Railway. A proposed union-sponsored transfer of unemployed miners to mainland mining jobs drew applications from about 200 experienced workers.

Greatly increased woods activity this summer and fall is foreseen for Northern New Brunswick areas, but in March the beginning of the thaw brought to a close log hauling throughout both Nova Scotia and New Brunswick; loggers were awaiting the stream drive and the beginning of pulpwood peeling operations. Greatly increased purchases of coal by the Canadian National Railways should sustain current high activity in the coal mines. The outlook for construction is encouraging. Port activity, however, will decline further as St. Lawrence navigation opens.

The predominant feature of the general March employment picture in the *Quebec* region was the effect of supplementary benefits in bringing to National Employment Service offices many who would not otherwise be registered. Registrations continued to increase throughout the month as a result, and the general level of employment was slightly below that of March, 1949.

Throughout the region, some construction activity began in March, particularly on projects started before the winter shutdown; but the weather remained unfavourable to any general start on the extensive construction planned for the coming season. A few hirings of farm labour were reported from some centres, largely for sugar-bush operations, but general activity in agriculture is not expected to pick up until late April or May. Many of the loggers released from woods employment with the end of cutting and hauling in most areas will soon be employed on the river drive. In the Saguenay district, however, some cutters were hired during March as firms

increased their cutting quotas; and truck hauling of pulpwood was very active due to the lack of snow.

Retail trade was steadily active in the larger centres, although increasing buyer resistance was being met in some lines. Manufacturing continued at a slightly lower level than a year ago, but some gains were apparent in the men's clothing and electrical apparatus industries. Employment in primary textiles manufacturing increased, and newsprint production was expanding. However, further lay-offs occurred in foundries and machine shops producing heavy machinery, road-building and transportation equipment; and extensive short-time work continued throughout most secondary textiles and footwear plants.

Shipping firms were readying ships and crews for the opening of navigation on the St. Lawrence in April, and longshoremen will shortly be absorbed as port activity commences.

Employment conditions in the **Ontario** region showed a slight seasonal improvement in most areas during March, but the upswing was less marked than usual. The persistence of stormy wintry weather throughout most of the month delayed the start of many construction projects which usually form the chief source of increased employment at this time of year. In addition, expanding activity in regional manufacturing, particularly in iron and steel industries, was offset by a large lay-off in the automobile industry.

This latter development boosted the level of unplaced applicants for the region during the month. Additional persons registering as unplaced applicants in order to claim supplementary benefits were relatively few during March, however, thus indicating that in Ontario the National Employment Service operations were already covering a very high proportion of the unemployed.

The volume of production and employment in general manufacturing increased during the month, but the improvement was generally concentrated in heavy metal industries. The upswing has been slower this year since many firms have been carrying large inventories and are proceeding with caution. This factor has applied particularly to textiles, food and consumer goods industries, and in some cases short-time operations and small lay-offs were occurring. The automobile industry has been at capacity production except in Windsor, where as a result of the prolonged strike in the U.S. industry, a heavy lay-off has been in effect at an affiliated Canadian company throughout March.

March was chiefly a month of preparation throughout the **Prairie** region, and general employment remained fairly level. A sharp upswing in activity was imminent, and particularly in the western section, a season of record activity was expected.

Unplaced applicants, excluding new applicants claiming supplementary benefits, declined slightly despite the completion of hauling operations in the woods and seasonal lay-offs in coal mining, which released workers into the labour market. Persons claiming supplementary benefits were relatively few. Farm labour demand was increasing, in both current and deferred orders. Greater activity will occur in late April and early May, at which time some local shortages may develop as men are not inclined to take farm work if other employment is available.

In logging areas, hauling operations were completed and bushmen were returning to their farms or seeking other employment. Many will be absorbed in different types of work once navigation opens in April, and the spring river drive in May will employ others. Planer mills were in full operation, producing higher grades of lumber which find a ready demand in U.S. and domestic markets. Mining also will be active shortly, except for coal mines in Alberta fields, which have been working on reduced schedules because of the usual seasonal shortage of orders. Oil drilling operations in Alberta have continued despite the cold weather of the past few months, and a record number of geophysical parties have been engaged in exploration. Work on the pipeline project has already begun; right-of-way has been arranged and building of the pump station and storage tanks at Edmonton was under way.

Employment expansion during March was most rapid in the **Pacific** region as work was resumed in logging and construction, and the decline in unplaced applicants was accordingly sharp. The registration of new applicants to claim supplementary benefits was also the lightest of any region. Market conditions for all the major industries other than food production were excellent and the seasonal upswing would have been greater but for unusually rainy weather which delayed the opening up of new work in outside operations.

Logging camps throughout the region were returning to full operations in the coastal and Vancouver Island areas, but snow and bad road conditions still impeded production in southern interior districts. At Prince George, however, camps were in full swing again, and logs were being hauled to the mills throughout the night, since road

conditions restricted trucking during the daytime. Shingle mills and sawmills were working at capacity except where log shortages were causing some difficulties—on the coast, adverse towing conditions were holding up the log supply. Rapidly rising prices for logs were the result of this condition.

Construction activity was well under way. Contractors expected a very busy year, although it was felt that domestic building might decline somewhat because of the sharp increase in lumber prices. In the interior, the industry was booming; work on the Pacific Great Eastern Railway has commenced and a new million dollar bridge was to be built across the Fraser at Prince George; work would resume on the major dam projects as soon as weather permitted, and building construction was expected to reach the highest level on record in the district.

Employment Service Activities

The first month of operation of the supplementary benefit program has brought to light some interesting developments in this winter's unemployment problem. First is the fact that some 56,500 persons were brought to employment offices through the

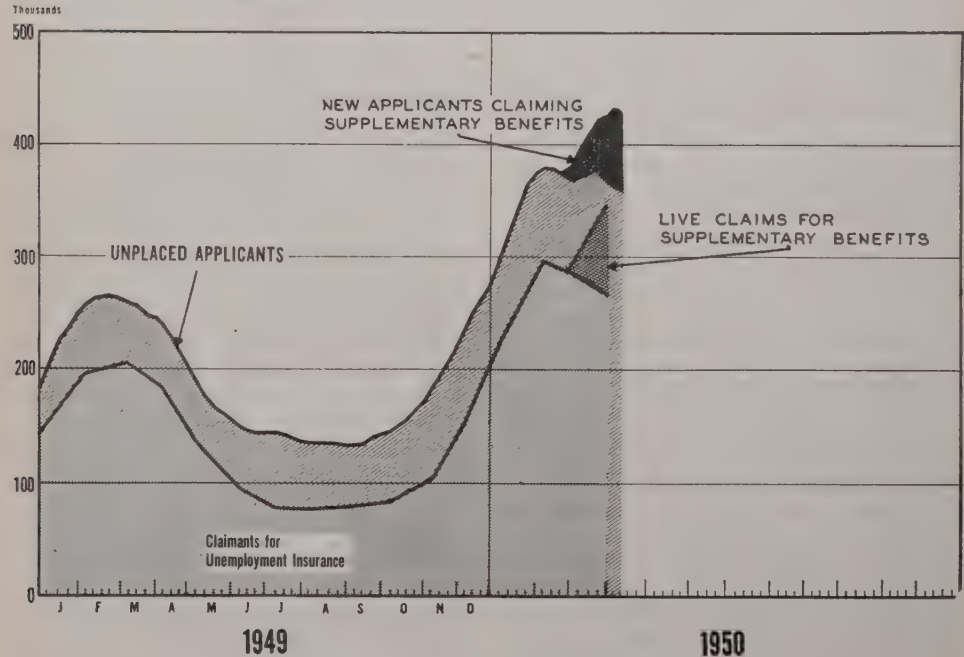
program who were not previously registered for employment at the beginning of this month. About 85 per cent of these people came from the Atlantic and Quebec regions. Quebec alone accounted for 65 per cent of the new registrants.

For the most part, these new registrants were from the rural areas. The major cities throughout Canada have reported very small registrations proportionate to their size, with Montreal showing the highest total of 2,700 reported at March 30.

It is evident that the majority of persons seeking benefits under the scheme are persons who work some part of each year in the logging industry. In the summer, most of these workers are employed in agriculture and construction, but there is usually an interval of several weeks in the late winter and early spring when they are unemployed. The provision of supplementary benefits up to April 15 will assist them considerably during this period.

Apart from workers in the logging industry, it is probable that the supplementary program is of most assistance to workers who have been unemployed for a considerable length of time. For most jobless persons, the period of unemployment has been longer than usual this winter. At the beginning of March, 55 per cent of all persons claiming unemployment

**UNPLACED APPLICANTS REGISTERED AT EMPLOYMENT OFFICES
CLAIMANTS FOR UNEMPLOYMENT INSURANCE BENEFIT
CLAIMANTS FOR SUPPLEMENTARY BENEFIT**



insurance benefits had been registered for more than a month with 30 per cent on file for more than two months. Thus, under the provisions of the supplementary benefits program, many persons who had exhausted their benefit rights were able to qualify. For example, in the Prairie region, where logging is not a major industry, a tally of those claiming supplementary benefits in March showed that 75 per cent were claiming because of exhausted benefit rights.

Claimants for supplementary benefits are registered in almost all occupations, although aside from the loggers, which far exceeds other groups, registrations are largely among casual unskilled labour.

Because of the registration for supplementary benefits, the number of persons registered at employment offices reached a total of 428,000 at March 30. Apart from persons claiming supplementary benefits who were not registered for employment

at February 28, the number unplaced would total 371,500 or about 1,200 less than at the beginning of March.

Employers have been increasing their orders for help steadily during March and, as a result, more workers were being placed by the Employment Service each week. However, apart from this pick-up which was mostly for skilled help, lay-offs in logging, in the provincial works program in Newfoundland, and in the automobile industry in Windsor threw others out of work, so that the net improvement was small during the month.

Generally, however, local employment officers were optimistic about the summer employment situation. By the time the supplementary benefit program concludes on April 15 fairly large numbers of jobs are expected to open up in construction and agriculture, as well as in other industries.

PRICES AND THE COST OF LIVING*

Cost of Living

The Dominion Bureau of Statistics cost-of-living index advanced from 163.7 at March 1 to 164.0 at April 1. Food contributed approximately one-half of the increase of 0.3 point, while the fuel and light index gain was next in importance. A rise in the food index from 204.0 to 204.5 was mainly attributable to higher prices for beef, eggs and coffee. Butter prices were down slightly. Higher quotations in Ontario and Quebec for anthracite coal were largely responsible for the rise in the fuel and light index from 136.3 to 138.0. The advance of 0.1 point to 166.4 in the index of home furnishings and services was due mostly to a slight increase in floor coverings. The miscellaneous index rose from 132.1 to 132.3, reflecting an increase in motor operating costs and drug prices. The clothing index continued to decline, moving from 181.4 to 181.2. Rents were not surveyed at April 1 and the index remained unchanged at 132.7.

From August, 1939 to April, 1950, the increase in the cost-of-living index was 62.7 per cent.

Cost of Living in Eight Cities

Cost-of-living indexes for the eight regional cities were all higher between February 1 and March 1, 1950. Higher levels for rents and foods were mainly

responsible although narrow increases were registered for fuel and home furnishings and services at a few centres. Among food prices, increases were recorded for beef, eggs, coffee and fresh vegetables. Rents, which were surveyed in March, reflected all the accumulated changes since November. Other sub-group indexes were unchanged to lower.

Composite city index advances between February 1 and March 1, 1950 were as follows:—Toronto 3.1 to 160.7; Winnipeg 2.5 to 158.8; Montreal 2.4 to 166.6; Vancouver 1.8 to 165.2; Halifax 1.7 to 155.0; Saint John 1.7 to 159.5; Edmonton 1.4 to 159.5 and Saskatoon 0.9 to 164.5. During the same period the Dominion urban index rose 2.1 points to 162.4.

Wholesale Prices, February, 1950

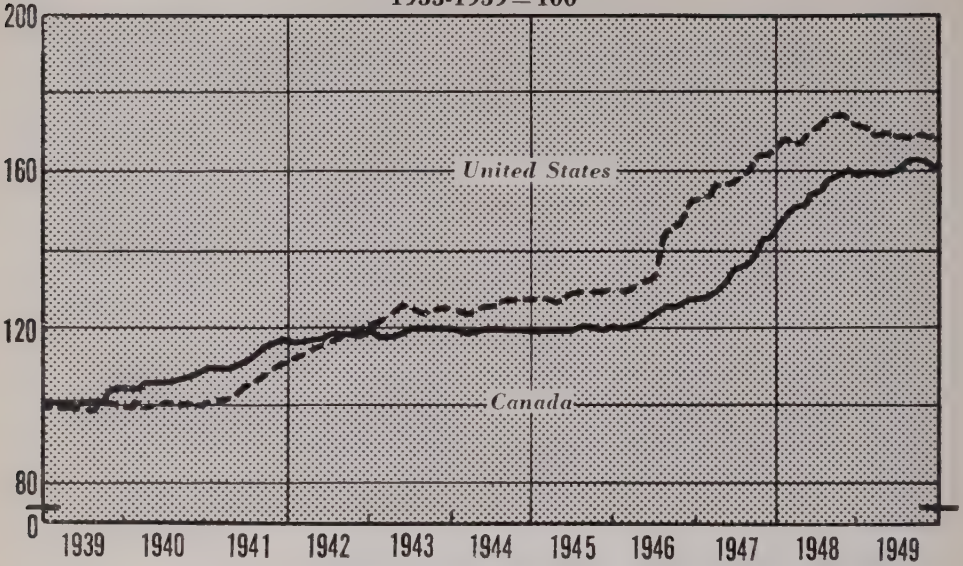
The general index of wholesale prices moved up 0.9 point to 158.0 between January and February, 1950. Five of the eight major groups contributed to this increase. Animal Products led in the advance with an increase of 2.7 points to 163.4. Iron and its Products rose 2.4 points to 177.2, Wood Products 1.5 points to 190.6, Textile Products 0.6 point to 162.8 and Non-metallic Minerals 0.6 point to 139.9. Of the three groups to record declines, Vegetable Products registered the largest recession, with a drop of 0.5 point to 142.9. Chemical Products eased 0.4 to 117.6 and Non-ferrous Metals 0.3 point to 139.4. The following commodities

* See Tables F-1 to F-6.

COST OF LIVING

1935-1939 = 100

INDEX



showed important price increases between January and February, 1950: wool cloth 19·4 per cent, pepper 19·4 per cent, cocoa beans (Jamaican) 16·0 per cent, beef carcass 14·3 per cent, eggs, Grade "A", large 12·3 per cent, worsted yarn 12·0 per cent, steel sheets 12·0 per cent, cottonseed oil 9·5 per cent, crude asbestos 9·4 per cent, gluten feed 8·0 per cent, steel billets 7·7 per cent. Among commodities to show price declines were the following: lemons 17·8 per cent, canned corn 14·3 per cent, cheese, new, Toronto 11·0 per cent, fowl 10·7 per cent,

corn meal 9·4 per cent, canned peas 9·1 per cent, acetate of lime 8·0 per cent, cocoa beans (African) 7·4 per cent, shellac 7·0 per cent, men's woollen hosiery 6·8 per cent.

The Canadian farm products index of wholesale prices advanced 1·1 points to 145·2 between January and February. This was due to an increase in Animal Products which rose 3·5 points to 181·5 reflecting higher prices for livestock and eggs. Field Products moved down 0·3 point to 123·5 in the same interval.

STRIKES AND LOCKOUTS*

Canada, March, 1950

There was little change in the record of strikes and lockouts from the low level of the previous month. The number of work stoppages and the workers involved increased slightly but the time loss declined. As compared with March, 1949, with a time loss of 136,000 days, the current month showed a loss of only 25,000 days.

Preliminary figures for March, 1950, show 21 strikes and lockouts, involving 5,659 workers, with a time loss of 25,118 man-working days, as compared with 15 strikes and lockouts in February, 1950, with 3,764 workers involved and a loss of 26,300 days. In March, 1949, there were 11 strikes and lockouts, involving 6,601 workers, with a loss of 136,317 days.

For the first three months of this year there were 32 strikes and lockouts, involving 9,941 workers, with a time loss of 90,906 man-working days. In the similar period in 1949 there were 26 strikes and lockouts, with 10,483 workers involved and a loss of 217,679 days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in March was 0.03 per cent of the estimated working time, the same per-

centage as in the previous month; 0.16 per cent in March, 1949; 0.04 per cent for the first three months of 1950; and 0.09 per cent for the first three months of 1949.

Of the 21 strikes and lockouts in existence during March, 1950, one was settled in favour of the workers, six in favour of the employers, two were compromise settlements and two were indefinite in result, work being resumed pending final settlement. At the end of the month 10 work stoppages were recorded as unterminated.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes of this nature which are still in progress are: compositors, etc., at Winnipeg, Man., which commenced on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; and textile products factory workers at St. Lambert, P.Q., August 29, 1949.

* See Tables G-1 and G-2.

Great Britain and other Countries

The latest available information as to strikes and lockouts in various countries is given in the *LABOUR GAZETTE* from month to month. Statistics given in the annual review issued as a supplement to the *LABOUR GAZETTE* for April, 1950, and in this article are taken, as far as possible, from the government publications of the countries concerned.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in January, 1950, was 125 and five were still in progress from the previous month, making a total of 130 during the month. In all stoppages of work in progress in the period there were 22,600 workers involved and a time loss of 66,000 working days was caused.

Of the 125 disputes leading to stoppages of work which began in January, eight,

directly involving 1,100 workers, arose out of demands for advances in wages, and 39, directly involving 5,100 workers, on other wage questions; 15, directly involving 4,700 workers, on questions respecting the employment of particular classes or persons; 54, directly involving 4,500 workers, on other questions respecting working arrangements; and three directly involving 100 workers, on questions of trade union principle. Six stoppages, directly involving 2,200 workers, were in support of workers involved in other disputes.

United States

Preliminary figures for February, 1950, show 210 strikes and lockouts beginning in the month, in which 75,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 7,850,000 man-days. Corresponding figures for January, 1950, are 225 strikes and lockouts, involving 185,000 workers, with a time loss of 2,600,000 days.

SELECTED LIST OF PUBLICATIONS RECEIVED IN LIBRARY OF DEPARTMENT OF LABOUR, OTTAWA*

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed, free of charge, by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

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1. ABERSOLD, JOHN R. *Problems of Hourly Rate Uniformity.* Philadelphia, University of Pennsylvania Press, 1949. Pp. 60.

2. CAMPO, ARNOLD F. *Outline for Collective Bargaining: A Union Man's Checklist.* California, Stanford University, 1949. Pp. 5. (Industrial Relations Paper No. 2.)

3. KNIGHT, CHARLOTTE. *The Economics of Collective Bargaining*; Proceedings of a Series of Public Lectures Held during 1948 and 1949 in Berkeley and Los Angeles. Berkeley, University of California, 1950. Pp. 108.

4. PRINCETON UNIVERSITY. DEPT. OF ECONOMICS AND SOCIAL INSTITUTIONS. INDUSTRIAL RELATIONS SECTION. *Job Modifications under Collective Bargaining*; A Survey of Company Experience and Four Case Studies, by Richard A. Lester and Robert L. Aronson. Princeton, New Jersey, 1950. Pp. 77.

Employees' Benefit Plans

5. CROFT, A. C. *Patterns in Fringe Benefits.* New York, American Management Association, 1948. Pp. 7.

6. KERR, CLARK. *Social and Economic Implications of Private Pension Plans.* Berkeley, California, University of California, 1949. Pp. 10.

7. U.S. BUREAU OF LABOR STATISTICS. *Employee Benefit Plans Under Collective Bargaining.* Washington, G.P.O., 1948. Pp. 29.

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8. AMERICAN MANAGEMENT ASSOCIATION. *Case Experiences in Office Cost Reduction.* New York, 1949. Pp. 40.

9. AMERICAN MANAGEMENT ASSOCIATION. *Getting Full Value from Office Space, Equipment and Procedures.* New York, 1949. Pp. 34.

10. BLEICKEN, BLEICK VON. *114 Check Points on How to Prevent Grievances*, by Bleick von Bleicken and Carl Heyel. Deep River, Connecticut, National Foremen's Institute, 1949. Pp. 34.

11. BUSINESS AND ECONOMIC RESEARCH CENTER. *Selected Reports on Personnel and Labor*; Five Studies of Current Problems and Trends in Personnel Administration and Labor Economics. Syracuse, New York, Syracuse University, 1949. Pp. 32.

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13. UNITED NATIONS. SECRETARIAT. DEPT. OF ECONOMIC AFFAIRS. *National and International Measures for Full Employment*; Report by a Group of Experts Appointed by the Secretary General. Lake Success, 1949. Pp. 104.

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19. NATIONAL PLANNING ASSOCIATION. *Nashua Gummed and Coated Paper Company and Seven AFL Unions; A Case Study*, by Charles A. Myers and George P. Shultz. Washington, 1950. Pp. 89.

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21. U.S. EMERGENCY BOARD (UNION RAILROAD COMPANY, 1949). *Report to the President*. Washington, G.P.O., 1949. Pp. 15.

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29. AUSTIN, ALEINE. *The Labor Story*; A Popular History of American Labor, 1786-1949. New York, Coward-McCann, 1949. Pp. 244.

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31. LINDBLOM, CHARLES E. *Unions and Capitalism*. New Haven, Yale University Press, 1949. Pp. 267.

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TABLE I.—STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

	1950		1949	1948	1944	1939
	Mar.	Feb.	Feb.	Feb.	Feb.	Feb.
Labour Force—						
Civilian labour force (1).....000	5,108	5,200	4,964	4,825	†	†
Employed (1).....000	4,796	5,053	4,858	4,669	†	†
Male (1).....000		3,967	3,835	3,687	†	†
Female (1).....000		1,080	1,023	982	†	†
Paid workers (1).....000		3,580	3,441	3,245	†	†
Unemployed (1).....000	312	147	106	156	†	†
Index of employment (2).....		187.3	190.5	189.3	183.2	106.5
Unemployment in trade unions (3).....%		4.8	3.4	1.7	0.8	16.2
Immigration.....No.		4,959	6,648	5,209	567	712
Adult males.....No.		1,906	2,797	2,234	118	159
Earnings and Hours—						
Total labour income.....\$000,000			605	548	†	†
Per capita weekly earnings.....\$		43.99	42.92	38.63	31.70	†
Average hourly earnings.....cents		100.9	97.2	86.6	†	†
Average hours worked per week.....		42.3	42.9	42.8	†	†
Average real weekly earnings; index (4).....		108.0	107.0	101.0	†	†
National Employment Service—						
Unplaced applicants (5).....000	376.0	375.6	256.7	186.8	†	†
Unfilled vacancies (5).....000	23.7	19.2	23.6	34.4	†	†
Placements, weekly average.....000	9.5	8.0	8.8	9.7	†	†
Unemployment Insurance—						
Claims.....000	286.2	297.2	197.7	130.8	12.3	†
Balance in fund.....\$000,000		587.8	527.1	440.8	190.3	†
Price Indexes—						
Wholesale (6).....	159.3	158.0	158.1	147.3	102.7	73.2
Cost of living (6).....	163.7	161.6	159.5	150.1	118.9	100.7
Residential building materials (6).....	227.0	227.4	230.4	207.8	(10)146.6	(10)102.3
Production—						
Industrial production index (7).....		186.4	180.0	181.6	206.8	102.0
Mineral production index (8).....		108.6	129.5	120.4	115.3	111.1
Manufacturing index (8).....		194.6	190.6	194.2	228.0	99.9
Electric power.....000,000 k.w.h.	4,177	3,771	3,400	3,493	3,298	2,214
Construction—						
Contracts awarded.....\$000,000			63.3	15.1	16.2	11.3
Dwelling units, started.....000			1.7	1.9	†	†
Completed.....000			4.8	3.8	†	†
Under construction.....000			49.7	38.3	†	†
Pig iron.....000 tons	174.9	157.2	172.3	151.1	141.9	41.3
Steel ingots and castings.....000 tons	294.3	258.1	259.3	239.6	229.9	77.2
Inspected slaughterings, cattle.....000	102.5	93.7	91.2	101.7	93.8	54.9
Hogs.....000	447.9	350.7	278.0	446.4	933.9	245.0
Flour production.....000 bbl.		1.61	1.46	1.80	2.09	1.04
Newsprint.....000 tons	451.6	399.0	372.3	344.6	240.0	200.6
Cement producers' shipments.....000,000 bbl.		0.8	0.9	0.6	0.2	0.1
Automobiles and trucks.....000	30.1	30.1	17.2	16.4	13.9	14.3
Gold.....000 fine oz.		350.7	307.6	261.6	257.6	391.0
Copper.....000 tons		22.3	21.5	19.1	22.9	20.2
Lead.....000 tons		11.0	10.6	13.0	14.9	13.3
Nickel.....000 tons		8.5	10.9	9.7	11.2	8.7
Zinc.....000 tons		22.4	20.0	17.3	23.3	12.7
Coal.....000 tons	1,916	1,773	1,686	1,155	1,465	1,290
Distribution—						
Wholesale sales index, unadjusted (9).....		244.8	244.8	239.8	168.7	79.9
Retail sales.....\$000,000		511.3	468.5	444.7	†	†
Imports, excluding gold.....\$000,000	237.4	200.2	206.0	182.2	138.4	40.4
Exports, excluding gold.....\$000,000	228.2	199.5	205.0	208.3	277.2	61.7
Railways—						
Revenue freight, ton miles.....000,000		4,044	4,541	4,686	5,024	1,707
Car loadings, revenue freight.....000	292.9	280.6	289.5	285.6	268.5	159.4
Banking and Finance—						
Common stocks, index (9).....	118.7	118.3	108.1	102.2	82.0	104.1
Preferred stocks, index (9).....	154.0	153.0	144.0	141.0	118.6	101.8
Bond yields, Dominion, index (9).....	90.2	90.3	95.2	92.1	97.3	97.2
Cheques cashed, individual accounts.....\$000,000	7,730	6,000	5,976	5,551	4,208	2,050
Bank loans, current, public.....\$000,000		2,182	2,033	1,861	956	787
Money Supply.....\$000,000		4,413	4,091	3,894	(9)3,153	(9)1,370
Circulating media in hands of public.....\$000,000		1,143	1,139	1,104	(9) 990	(9) 281
Deposits.....\$000,000		3,270	2,952	2,790	(9)2,163	(9)1,089

NOTE.—Many of the statistical data in this table are included in the *Canadian Statistical Review* issued by the Dominion Bureau of Statistics.

† Comparable statistics are not available. (1) Labour Force survey figures given are as of Oct. 29, 1949, Nov. 20, 1948 and Feb. 21, 1948. (2) Base 1926 = 100. (3) Figures are as at end of quarter ending Dec. 31, 1949, 1948, 1944 and 1939 respectively. (4) Real earnings computed by dividing index of average weekly earnings of wage-earners in manufacturing by the cost-of-living index; base: average for 1946 = 100. (5) First of month. (6) Base 1935-1939 = 100. (7) Figures are for four week periods. (8) Annual figures; monthly not available. (9) Year-end figures. (10) Annual index.

A—Labour Force

TABLE A-1.—IMMIGRATION OF ADULT MALES, ADULT FEMALES, AND CHILDREN TO CANADA

(SOURCE: Department of Citizenship and Immigration, Immigration Branch)

Date	Adult Males	Adult Females	Children Under 18	Total
Annual Average, 1920-24.....	55,416	34,803	20,315	110,534
Annual Average, 1925-29.....	74,447	37,345	30,517	142,309
Annual Average, 1930-34.....	12,695	12,145	11,117	35,957
Annual Average, 1935-39.....	3,564	5,834	5,054	14,452
Annual Average, 1940-44.....	3,767	6,674	4,010	14,451
1945—Total.....	4,259	11,620	6,843	22,722
1946—Total.....	9,934	40,818	20,967	71,719
1947—Total.....	27,281	24,787	12,059	64,127
1948—				
January.....	2,986	2,794	1,468	7,248
February.....	2,234	1,904	1,071	5,209
March.....	4,184	3,963	2,472	10,619
April.....	4,630	3,008	1,778	9,416
May.....	4,141	3,076	2,243	9,460
June.....	7,382	4,747	3,194	15,323
July.....	4,770	4,004	2,329	11,103
August.....	4,995	3,616	2,347	10,958
September.....	4,383	4,755	2,733	11,871
October.....	4,920	5,405	2,758	13,083
November.....	4,473	4,238	2,418	11,129
December.....	3,888	3,681	2,426	9,995
Total.....	52,986	45,191	27,237	125,414
1949—				
January.....	2,884	2,845	1,720	7,449
February.....	2,797	2,342	1,509	6,648
March.....	3,690	3,104	2,374	9,168
April.....	4,242	2,910	1,940	9,092
May.....	3,987	2,963	2,234	9,184
June.....	5,012	3,770	3,185	11,967
July.....	4,455	3,543	2,618	10,616
August.....	3,057	2,855	1,939	7,851
September.....	1,706	1,494	974	4,174
October.....	2,831	2,907	1,814	7,552
November.....	2,430	2,389	1,533	6,352
December.....	1,953	1,835	1,376	5,164
Total.....	39,044	32,957	23,216	95,217
1950—				
January.....	1,234	1,414	1,062	3,710
February.....	1,906	1,676	1,377	4,959
Total (2 Months 1950).....	3,140	3,090	2,439	8,669
Total (2 Months 1949).....	5,681	5,187	3,229	14,097

TABLE A-2.—DISTRIBUTION OF ALL IMMIGRATION BY REGION

(SOURCE: Department of Citizenship and Immigration, Immigration Branch)

Month	Maritimes	Quebec	Ontario	Prairies	B.C., Yukon, N.W.T.	Total
1946—Total.....	8,656	9,712	29,604	15,097	8,650	71,719
1947—Total.....	3,765	8,272	35,543	7,909	8,638	64,127
1948—Total.....	4,558	24,687	61,621	22,552	11,996	125,414
1949—						
January.....	211	1,542	3,770	1,319	607	7,449
February.....	183	1,167	3,983	823	492	6,646
March.....	243	1,475	4,669	2,090	691	9,168
April.....	202	1,576	4,569	2,071	674	9,092
May.....	306	1,936	4,653	1,464	825	9,184
June.....	354	1,907	6,088	2,636	982	11,967
July.....	318	2,104	5,457	1,890	847	10,616
August.....	212	1,657	3,846	1,436	700	7,851
September.....	145	1,083	1,937	625	384	4,174
October.....	259	1,479	3,654	1,501	659	7,552
November.....	242	1,231	3,336	915	628	6,352
December.....	102	848	2,645	1,134	435	5,164
Total.....	2,777	18,005	48,607	17,904	7,924	95,217
1950—						
January.....	115	641	1,988	703	263	3,710
February.....	127	874	2,694	779	485	4,959
Total (2 months 1950).....	242	1,515	4,682	1,482	748	8,669
Total (2 months 1949).....	394	2,709	7,753	2,142	1,099	14,097

TABLE A-3.—DISTRIBUTION OF MALE IMMIGRANTS BY OCCUPATION

(SOURCE: Department of Citizenship and Immigration, Immigration Branch)

Month	Agriculture	Unskilled and Semi- skilled	Skilled	Trading	Others Including Mining	Total
1946—Total.....	1,069	1,226	2,962	2,429	2,248	9,934
1947—Total.....	4,174	7,363	8,546	4,211	2,987	27,281
1948—Total.....	18,370	10,416	14,031	4,345	5,824	52,986
1949—						
January.....	1,137	427	801	243	276	2,884
February.....	1,386	414	589	231	177	2,797
March.....	1,818	544	845	278	205	3,690
April.....	2,055	650	891	285	361	4,242
May.....	2,164	538	777	268	240	3,987
June.....	2,535	889	1,020	285	283	5,012
July.....	2,063	700	803	288	601	4,455
August.....	1,405	496	586	236	334	3,057
September.....	440	189	393	203	481	1,706
October.....	1,173	423	641	241	353	2,831
November.....	926	440	593	260	211	2,430
December.....	1,016	228	397	180	132	1,953
Total.....	18,118	5,938	8,336	2,998	3,654	39,044
1950—						
January.....	483	152	278	180	141	1,234
February.....	970	252	386	160	138	1,906
Total (2 months 1950).....	1,453	404	664	340	279	3,140
Total (2 months 1949).....	2,523	841	1,390	474	453	5,681

B—Labour Income

TABLE B-1.—MONTHLY ESTIMATES OF CANADIAN LABOUR INCOME

(\$ Millions)

	Agriculture, Logging, Fishing, Trapping, Mining	Manu- facturing	Construc- tion	Utilities, Trans- portation, Communi- cation, Storage, Trade	Finance, Services (including Government)	Supple- mentary Labour Income	Total
1938—Average.....	22	59	9	56	59	5	209
1939—Average.....	23	62	8	57	59	5	215
1940—Average.....	27	77	11	63	62	5	245
1941—Average.....	29	107	16	73	67	8	299
1942—Average.....	30	143	18	80	73	10	354
1943—Average.....	31	169	18	86	78	13	395
1944—Average.....	33	172	13	95	83	13	409
1945—Average.....	35	156	15	101	90	13	410
1946—Average.....	42	146	24	114	103	14	443
1947—Average.....	47	175	33	133	113	17	518
1948—January.....	52	187	30	139	119	18	543
February.....	52	193	29	139	116	18	548
March.....	47	189	28	140	120	19	544
April.....	43	194	34	142	121	18	551
May.....	47	195	37	147	125	18	570
June.....	51	201	43	150	130	20	595
July.....	53	201	48	153	130	20	606
August.....	55	204	48	157	130	20	614
September.....	57	220	48	185	130	22	663*
October.....	57	213	48	164	130	21	633
November.....	56	214	46	166	130	21	632
December.....	52	211	39	164	129	21	614
1949—January.....	49	211	35	159	133	20	607
February.....	47	213	34	159	131	20	605
March.....	42	214	35	161	134	20	606
April.....	40	213	39	163	134	19	610
May.....	46	209	42	166	138	20	622
June.....	51	216	46	170	141	20	645
July.....	51	214	49	172	142	21	649
August.....	55	218	51	172	139	23	658
September.....	54	220	53	174	138	22	662
October.....	53	219	52	175	141	22	663
November.....	51	218	50	177	143	23	661
December.....	47	217	41	174	141	22	642
1950—January.....	43	213	37	166	140	22	620

* Includes retroactive wage payments to railway system employees.

All totals are rounded to the nearest million independently. Therefore, the final total does not necessarily agree with the sum of the individual estimates.

C—Employment, Hours and Earnings

TABLE C-1.—EMPLOYMENT AND EARNINGS BY PROVINCE, CITY AND INDUSTRY

(The latest figures are subject to revision)

SOURCE: *The Employment Situation*, D.B.S.

Tables C-1 to C-5 are based on reports from employers having 15 or more employees—At February 1, 21,028 employers in the eight leading industries reported a total employment of 1,961,609 and total payrolls of \$86,121,756

Geographical and Industrial Unit	Average Weekly Salaries and Wages at			Index Numbers Based on June 1, 1941, as 100 p.c.								
				Employment			Payrolls					
	Feb. 1 1950	Jan. 1 1950	Feb. 1 1949	Feb. 1 1950	Jan. 1 1950	Feb. 1 1949	Feb. 1 1950	Jan. 1 1950	Feb. 1 1949	Feb. 1 1950	Jan. 1 1950	Feb. 1 1949
	\$	\$	\$									
(a) PROVINCES												
Maritime Provinces	38-75	37-26	38-70	109-6	113-5	110-4	193-7	192-7	194-8			
Prince Edward Island.....	33-28	33-52	33-75	142-2	147-2	130-6	217-3	226-6	203-6			
Nova Scotia.....	38-99	37-35	38-58	101-1	103-5	102-7	174-1	170-6	174-6			
New Brunswick.....	38-76	37-35	39-13	121-9	128-2	122-1	226-4	229-5	229-5			
Quebec	42-08	40-33	41-16	118-2	121-7	122-7	207-7	204-8	210-8			
Ontario	45-65	43-99	44-27	124-6	127-2	125-7	210-2	206-7	205-4			
Prairie Provinces	43-51	42-87	43-16	131-5	139-0	129-9	216-1	225-1	211-9			
Manitoba.....	42-93	42-28	42-25	127-8	133-5	126-1	207-2	213-2	201-3			
Saskatchewan.....	42-72	42-85	41-67	114-3	126-0	114-8	188-1	208-1	184-3			
Alberta.....	44-60	43-60	45-00	147-1	154-4	144-5	245-2	251-7	243-0			
British Columbia	45-74	44-33	45-03	129-9	143-2	134-5	209-0	223-2	212-6			
CANADA	43-90	42-38	42-92	122-7	127-0	124-8	209-0	208-9	207-6			
(b) CITIES												
Montreal.....	42-60	41-01	41-48	131-2	133-0	130-8	218-0	212-7	211-7			
Quebec.....	36-50	35-09	35-39	109-8	113-2	110-5	194-3	192-6	189-5			
Toronto.....	45-39	43-70	43-57	133-7	136-4	131-8	226-8	222-7	214-0			
Ottawa.....	38-61	37-25	37-22	129-2	135-9	130-1	215-6	218-9	209-2			
Hamilton.....	48-11	46-36	46-59	121-7	124-0	121-8	212-3	208-6	206-5			
Windsor.....	52-50	49-52	50-85	124-5	125-4	119-4	175-8	167-1	163-2			
Winnipeg.....	39-71	38-93	38-60	131-4	137-6	130-0	204-7	210-2	197-3			
Vancouver.....	44-12	42-04	42-89	147-4	155-3	154-6	244-7	245-5	248-8			
Halifax.....	35-84	34-16	36-21	124-0	127-2	126-4	194-6	190-3	199-6			
Saint John.....	38-26	36-26	35-71	131-3	133-4	132-9	233-5	224-7	221-3			
Sherbrooke.....	36-88	35-18	36-56	115-0	114-9	118-0	204-3	194-7	207-7			
Three Rivers.....	42-18	40-11	42-27	122-0	124-6	127-0	198-4	192-7	206-9			
Brantford.....	44-74	42-53	44-24	133-7	136-1	132-3	246-7	241-7	239-9			
Kitchener-Waterloo.....	42-15	40-30	41-16	133-7	136-1	132-3	246-7	241-7	239-9			
London.....	42-15	40-30	41-16	133-7	136-1	132-3	246-7	241-7	239-9			
Fort William-Port Arthur.....	46-52	43-31	45-61	69-5	73-1	76-9	124-0	121-5	132-0			
*St. Catharines.....	50-81	47-66	49-73	128-2	135-9	125-6	210-9	231-2	199-9			
Regina.....	38-63	39-93	37-58	128-2	135-9	125-6	210-9	231-2	199-9			
Saskatoon.....	37-09	38-00	36-81	142-0	148-4	139-5	246-2	257-4	234-2			
Calgary.....	42-62	41-25	41-28	142-3	149-8	135-6	240-6	245-3	220-8			
Edmonton.....	41-24	39-31	39-92	173-7	183-1	164-8	290-8	292-2	264-8			
Victoria.....	40-98	40-56	40-79	140-9	150-8	143-2	228-7	242-2	232-0			
(c) INDUSTRIES												
Manufacturing.....	45-39	43-62	44-17	118-3	118-9	120-6	206-9	199-8	205-3			
Durable Goods ⁽¹⁾	48-27	46-61	47-17	111-3	112-7	116-3	191-4	186-9	195-1			
Non-Durable Goods.....	42-45	40-52	41-12	123-0	122-7	122-9	221-7	211-0	215-1			
Electric Light and Power.....	50-86	49-47	48-12	162-4	166-0	158-0	262-6	261-2	240-2			
Logging.....	38-07	37-41	38-81	122-0	150-8	177-4	231-2	284-8	342-4			
Mining.....	52-63	50-07	52-50	101-8	101-7	100-9	167-8	160-1	165-8			
Communications.....	41-85	43-09	39-08	202-9	203-8	187-0	306-6	317-2	263-3			
Transportation.....	51-43	51-63	51-07	132-3	137-2	136-5	207-8	216-3	212-8			
Construction and Maintenance.....	41-85	39-55	41-76	104-3	113-2	102-8	189-4	194-2	186-6			
Services ⁽²⁾	29-08	28-56	27-37	141-3	142-5	142-3	247-9	245-4	235-1			
Trade.....	38-32	37-06	36-59	145-5	159-4	141-0	233-6	247-4	216-4			
Eight Leading Industries	43-90	42-38	42-92	122-7	127-0	124-8	209-0	208-9	207-6			
Finance.....	41-34	41-20	39-33	148-6	148-3	143-4	211-8	210-7	194-2			
Nine Leading Industries	43-79	42-33	42-77	123-7	127-8	125-5	209-1	209-0	207-1			

(1) This classification comprises the following:—iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products. The non-durable group includes the remaining manufacturing industries, as listed in Table C-4, with the exception of electric light and power.

(2) Mainly hotels and restaurants and laundry and dry-cleaning plants.

* Includes Welland, Thorold and Merriton.

TABLE C-2.—INDEX NUMBERS OF EMPLOYMENT AND EARNINGS SINCE 1941

(Base:—June 1, 1941=100)
(The latest figures are subject to revision)
SOURCE: *The Employment Situation*, D.B.S.

Year and Month	Eight Leading Industries				Manufacturing			
	Index Numbers of			Average Weekly Salaries and Wages	Index Numbers of			Average Weekly Salaries and Wages
	Employment	Aggregate Weekly Payrolls	Average Weekly Salaries and Wages		Employment	Aggregate Weekly Payrolls	Average Weekly Salaries and Wages	
				\$				\$
June 1, 1941.....	100-0	100-0	100-0	25.25	100-0	100-0	100-0	25.57
Feb. 1, 1946.....	109-5	135-5	126-6	31.97	108-8	135-4	126-8	32.43
Feb. 1, 1947.....	118-3	160-6	138-7	35.03	115-4	156-8	138-2	35.34
Feb. 1, 1948.....	124-0	185-7	153-0	38.63	119-5	181-3	154-0	39.38
Jan. 1, 1949.....	128-4	204-5	162-8	41.10	120-7	196-6	165-4	42.28
Feb. 1, 1949.....	124-8	207-6	170-0	42.92	120-6	205-3	172-7	44.17
Mar. 1, 1949.....	123-7	207-5	171-4	43.27	120-8	206-6	173-0	44.39
April 1, 1949.....	122-9	206-5	171-7	43.35	120-8	207-4	174-2	44.54
May 1, 1949.....	123-8	207-3	171-0	43.19	121-0	207-1	173-8	44.45
June 1, 1949.....	127-4	209-0	167-6	43.32	122-1	203-7	169-4	43.31
July 1, 1949.....	130-6	217-6	170-1	42-96	123-5	209-8	172-4	44-09
Aug. 1, 1949.....	131-3	218-9	170-3	43-01	122-9	208-5	172-2	44-04
Sept. 1, 1949.....	132-4	222-0	171-4	43-27	124-5	212-1	172-9	44-20
Oct. 1, 1949.....	132-4	223-8	172-5	43-55	124-2	214-4	175-4	44-84
Nov. 1, 1949.....	132-3	224-8	173-5	43-80	122-9	213-6	176-4	45-10
Dec. 1, 1949.....	132-2	224-7	173-5	43-81	121-7	212-9	177-5	45-38
Jan. 1, 1950.....	127-0	208-9	167-8	42-38	118-9	199-8	170-6	43-62
Feb. 1, 1950.....	122-7	209-0	173-9	43-90	118-3	206-9	177-5	45-39

TABLE C-3.—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS

(Average calendar year 1926=100)
(The latest figures are subject to revision)
SOURCE: *The Employment Situation*, D.B.S.

	Canada	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
Feb. 1, 1934.....	91-4	101-3	.....	.....	.....	88-5	95-3	84-7	.....	.....	.....	84-1
Feb. 1, 1935.....	94-6	100-1	.....	.....	.....	89-5	100-2	89-2	.....	.....	.....	89-6
Feb. 1, 1936.....	98-4	102-2	.....	.....	.....	95-2	102-4	93-7	.....	.....	.....	94-1
Feb. 1, 1937.....	104-1	107-5	.....	.....	.....	106-7	108-4	91-4	.....	.....	.....	91-3
Feb. 1, 1938.....	110-4	112-3	76-0	116-4	109-6	114-5	116-2	91-7	91-1	89-0	94-4	96-4
Feb. 1, 1939.....	106-5	100-5	79-2	107-8	92-9	113-0	109-2	93-9	89-2	96-0	99-9	96-2
Feb. 1, 1940.....	114-4	118-4	85-1	124-9	112-5	116-0	120-2	100-8	96-2	98-0	109-6	100-0
Feb. 1, 1941.....	135-2	135-2	130-6	142-7	126-3	139-4	143-4	112-2	107-7	108-4	121-7	118-0
Feb. 1, 1942.....	165-4	178-8	115-1	202-4	153-4	176-7	173-3	126-8	123-3	109-9	143-2	140-5
Feb. 1, 1943.....	181-2	167-4	108-3	184-1	150-1	198-7	186-6	134-7	132-7	121-8	146-5	181-4
Feb. 1, 1944.....	183-2	177-1	126-8	189-9	163-9	198-5	184-8	145-1	139-6	129-5	163-8	188-0
Feb. 1, 1945.....	178-9	179-9	123-7	192-4	167-6	189-1	184-3	145-3	142-4	134-8	156-5	172-0
Feb. 1, 1946.....	167-2	165-7	122-2	172-3	159-9	170-4	173-9	145-7	140-1	136-2	160-4	159-8
Feb. 1, 1947.....	180-7	168-0	124-7	172-3	165-2	186-2	187-6	154-6	148-3	142-9	171-7	180-8
Feb. 1, 1948.....	189-3	179-9	170-2	182-4	177-4	193-6	198-6	156-4	152-6	148-3	167-4	190-3
Jan. 1, 1949.....	196-0	177-2	151-8	178-2	177-6	198-2	206-1	173-9	162-4	158-0	201-8	192-4
Feb. 1, 1949.....	190-5	168-2	139-9	172-4	164-7	193-0	202-8	166-7	157-3	146-2	194-4	181-5
Mar. 1, 1949.....	188-9	167-1	139-1	170-3	164-8	190-2	201-8	165-6	156-4	145-9	192-3	179-6
April 1, 1949.....	187-6	167-4	163-0	173-1	160-5	184-8	200-2	166-0	155-4	146-8	194-6	188-8
May 1, 1949.....	189-1	163-3	139-8	170-7	155-2	186-4	200-1	170-5	159-9	153-0	198-0	196-9
June 1, 1949.....	194-5	169-0	151-2	176-4	160-7	194-6	202-4	177-4	163-7	165-1	206-3	204-7
July 1, 1949.....	199-5	188-4	152-8	202-0	176-6	198-0	206-4	181-8	168-0	167-3	212-2	209-1
Aug. 1, 1949.....	200-5	189-6	157-6	203-8	171-7	199-4	205-5	185-6	170-7	169-7	218-6	212-6
Sept. 1, 1949.....	202-1	190-4	165-3	205-7	172-1	199-5	208-3	186-6	171-7	169-9	220-0	215-1
Oct. 1, 1949.....	202-2	192-0	165-9	208-8	172-0	199-5	209-2	185-9	173-6	170-8	214-3	211-9
Nov. 1, 1949.....	202-0	188-6	165-0	206-1	167-5	202-0	208-6	185-2	173-1	171-8	212-3	208-7
Dec. 1, 1949.....	201-8	193-7	171-4	208-0	176-6	201-9	208-7	184-5	172-0	170-8	212-4	203-2
Jan. 1, 1950.....	194-0	172-9	157-7	173-7	172-9	191-4	205-1	178-3	166-5	160-5	207-7	193-2
Feb. 1, 1950.....	187-3	167-1	152-3	169-8	164-5	186-0	201-0	168-7	159-4	145-6	197-8	175-3
Relative Weight of Employment by Provinces and Economic Areas as at February 1, 1950.....	100-0	6-7	-2	3-7	2-8	28-9	43-6	12-1	5-4	2-2	4-5	8-7

NOTE:—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of employees reported in Canada by the firms making returns at the date under review.

TABLE C-4.—EMPLOYMENT AND EARNINGS BY INDUSTRY

(The latest figures are subject to revision)

SOURCE: *The Employment Situation*, D.B.S.

Industries	Average Weekly Salaries and Wages at			Index Numbers Based on June 1, 1941, as 100 p.c.					
				Employment			Aggregate Payrolls		
	Feb. 1 1950	Jan. 1 1950	Feb. 1 1949	Feb. 1 1950	Jan. 1 1950	Feb. 1 1949	Feb. 1 1950	Jan. 1 1950	Feb. 1 1949
Manufacturing	45-39	43-62	44-17	118-3	118-9	120-6	206-9	199-8	205-3
Animal products—edible.....	44-62	43-07	42-36	118-2	126-6	119-5	207-8	215-0	201-9
Fur and products.....	41-93	39-79	37-94	127-2	135-0	138-3	199-3	200-9	196-2
Leather and products.....	33-36	31-29	32-81	106-6	104-2	109-5	188-6	172-9	189-6
Boots and shoes.....	32-06	29-52	31-75	107-2	104-4	111-2	193-5	173-6	198-3
Lumber and its products.....	39-20	37-35	38-96	110-3	115-1	114-7	199-5	198-4	207-0
Lumber and dressed lumber.....	40-11	38-50	40-36	101-9	108-5	103-9	191-6	196-1	197-2
Furniture.....	39-16	37-24	38-16	157-5	157-8	157-8	226-9	216-3	223-4
Other lumber products.....	35-96	33-04	35-69	98-2	101-6	115-4	191-2	181-8	222-8
Plant products—edible.....	37-97	36-29	36-67	128-6	132-7	125-6	215-3	212-3	203-8
Pulp and paper products.....	50-97	48-53	50-60	138-2	137-9	138-3	237-6	225-7	235-9
Pulp and paper.....	58-07	54-83	58-11	121-0	120-9	127-4	221-7	210-0	234-5
Paper products.....	41-64	38-96	39-60	169-6	170-4	163-6	292-3	274-6	267-5
Printing and publishing.....	48-36	46-65	45-11	147-9	146-9	142-7	240-1	230-0	216-0
Rubber products.....	46-77	44-85	46-16	126-5	126-7	129-0	252-3	242-5	254-2
Textile products.....	35-86	33-01	34-75	117-4	113-4	117-9	219-7	195-3	214-0
Thread, yarn and cloth.....	39-70	37-21	38-50	113-9	111-9	115-2	238-4	219-5	234-7
Cotton yarn and cloth.....	38-60	37-67	38-56	95-6	92-9	95-1	191-3	181-5	190-2
Woolen yarn and cloth.....	37-73	35-33	36-13	101-7	100-0	111-1	214-9	197-8	223-9
Synthetic silk and silk goods.....	42-47	37-64	40-67	153-7	153-8	152-2	351-9	311-9	334-0
Hosiery and knit goods.....	32-88	30-10	31-16	113-6	112-1	122-3	204-9	185-0	210-2
Garments and personal furnishings.....	32-72	29-28	31-94	130-4	122-0	126-3	220-9	185-0	208-7
Other textile products.....	38-12	35-51	36-93	94-4	94-3	95-4	179-2	164-9	173-7
Tobacco.....	39-20	37-97	37-77	136-4	135-0	139-4	298-2	285-8	293-4
Beverages.....	48-10	48-88	46-76	164-4	172-7	158-1	266-7	284-6	249-6
Chemicals and allied products.....	49-07	48-24	47-29	97-7	97-6	97-5	176-0	172-9	168-7
Clay, glass and stone products.....	46-91	45-09	45-34	139-1	138-8	140-7	265-1	254-2	259-1
Electric light and power.....	50-86	49-47	48-12	162-4	166-0	158-0	262-6	261-2	240-2
Electrical apparatus.....	49-03	47-48	47-36	167-8	167-0	167-0	307-7	296-6	296-0
Iron and steel products.....	50-25	48-61	49-28	104-0	104-9	109-7	171-8	167-7	177-7
Crude, rolled and forged products.....	53-43	50-91	52-31	128-8	131-4	144-2	187-0	181-7	204-3
Machinery (other than vehicles).....	48-71	46-61	47-09	107-1	108-9	118-3	182-1	177-2	193-8
Agricultural implements.....	50-30	49-42	49-89	174-6	174-4	211-0	325-0	318-9	389-6
Land vehicles and aircraft.....	51-21	50-85	50-83	101-4	102-5	100-2	159-7	160-4	156-9
Automobiles and parts.....	54-52	52-12	52-88	121-2	120-2	109-2	171-7	162-8	150-3
Steel shipbuilding and repairing.....	47-76	45-70	46-29	63-2	63-3	76-7	100-6	96-5	118-7
Heating appliances.....	44-58	40-78	43-78	154-8	152-3	154-6	261-1	234-9	256-2
Iron and steel fabrication (n.e.s.).....	50-82	48-31	48-59	98-6	98-6	100-3	211-3	200-9	205-1
Foundry and machine shop products.....	48-71	44-88	46-07	83-7	86-5	98-2	199-0	189-2	222-9
Other iron and steel products.....	48-15	45-02	48-54	96-7	96-6	101-3	169-9	158-6	172-3
Non-ferrous metal products.....	50-85	49-77	48-13	111-3	111-2	117-8	209-8	205-3	207-7
Non-metallic mineral products.....	55-84	55-55	53-56	121-0	121-4	119-5	230-9	230-5	218-5
Miscellaneous.....	39-21	37-37	37-52	161-2	159-4	151-6	282-0	265-8	272-1
Logging	38-07	37-41	38-81	122-0	150-8	177-4	231-2	284-8	342-4
Mining	52-63	50-27	52-50	101-8	91-7	100-9	167-8	160-1	165-8
Coal.....	48-45	47-39	52-40	98-3	98-0	101-9	188-3	182-4	209-7
Metallic ores.....	55-58	52-94	54-21	92-2	91-3	89-6	141-2	133-3	133-9
Non-metallic minerals (except coal).....	51-05	47-55	48-00	149-1	154-5	146-6	280-6	270-8	259-3
Communications	41-85	43-09	39-08	202-9	203-8	187-0	306-6	317-2	265-3
Telegraphs.....	44-94	45-55	43-85	119-0	122-3	120-2	210-0	218-6	206-8
Telephones.....	40-99	42-44	38-12	222-9	223-3	206-1	327-1	339-3	281-3
Transportation	51-43	51-63	51-07	132-3	137-2	136-5	207-8	216-3	212-8
Street railways, cartage and storage.....	46-93	46-29	44-73	153-7	155-9	152-4	247-5	247-6	233-3
Steam railway operation.....	56-20	57-83	57-33	129-6	132-7	133-2	201-0	211-9	210-8
Shipping and stevedoring.....	44-30	41-89	43-08	91-7	106-4	108-2	156-7	171-9	179-6
Construction and Maintenance	41-85	39-55	41-76	104-3	113-2	102-8	189-4	194-2	186-6
Building.....	44-43	39-97	44-15	146-2	157-4	144-0	227-1	219-9	223-6
Highway.....	37-57	37-19	36-63	78-2	85-1	73-1	152-3	164-0	139-2
Railway.....	41-33	42-25	42-72	78-2	86-3	83-1	163-1	183-8	178-8
Services (as indicated below)	29-08	28-56	27-37	141-3	142-5	142-3	247-9	245-4	235-1
Hotels and restaurants.....	26-78	26-66	25-79	147-6	150-0	147-4	261-5	264-8	251-5
Personal (chiefly laundries).....	28-79	27-30	27-53	125-8	125-6	125-7	202-9	192-1	193-7
Trade	38-32	37-06	36-59	145-5	159-4	141-0	233-6	247-4	216-4
Retail.....	35-93	34-69	34-26	142-5	160-9	138-0	233-6	254-6	215-7
Wholesale.....	44-32	43-67	42-41	156-8	158-5	152-2	233-5	232-8	217-8
Eight Leading Industries	43-90	42-38	42-92	122-7	127-0	124-8	209-0	208-9	207-6
Finance	41-34	41-20	39-33	148-6	148-3	143-4	211-8	210-7	194-2
Banks and trust companies.....	37-52	37-38	35-06	159-5	159-2	153-6	228-4	228-4	206-2
Brokerage and stock market operations.....	51-01	51-32	49-07	154-0	152-0	155-0	228-1	226-5	221-0
Insurance.....	45-98	45-80	44-53	134-3	134-1	129-5	192-4	191-4	179-6
Nine Leading Industries	43-79	42-33	42-77	123-7	127-8	125-5	209-1	209-0	207-1

TABLE C-5.—SEX DISTRIBUTION OF PERSONS IN RECORDED EMPLOYMENT

SOURCE: *The Employment Situation, D.B.S.*

Industries	Feb. 1, 1950				Jan. 1, 1950		Feb. 1, 1949	
	Men	Women	Men	Women	Men	Women	Men	Women
	no.	no.	p.c.	p.c.	p.c.	p.c.	p.c.	p.c.
Manufacturing	797,540	238,631	77.0	23.0	77.5	22.5	77.3	22.7
Animal products—edible.....	26,815	5,812	82.2	17.8	81.7	18.3	81.5	18.5
Fur and products.....	2,643	1,298	67.1	32.9	65.7	34.3	64.3	35.7
Leather and products.....	18,473	11,972	60.7	39.3	61.4	38.6	60.9	39.1
Boots and shoes.....	11,079	8,409	56.9	43.1	57.6	42.4	56.9	43.1
Lumber and products.....	67,697	6,289	91.5	8.5	91.8	8.2	91.5	8.5
Rough and dressed lumber.....	40,832	2,310	94.6	5.4	95.0	5.0	94.6	5.4
Furniture.....	16,769	2,075	89.0	11.0	89.0	11.0	88.5	11.5
Other lumber products.....	10,096	1,904	84.1	15.9	84.6	15.4	86.0	14.0
Plant products—edible.....	37,656	18,576	67.0	33.0	67.2	32.8	68.2	31.8
Pulp and paper products.....	89,481	22,871	79.6	20.4	79.7	20.3	79.9	20.1
Pulp and paper.....	43,659	2,453	94.7	5.3	94.6	5.4	94.6	5.4
Paper products.....	13,695	7,845	63.6	36.4	63.0	37.0	63.2	36.8
Printing and publishing.....	32,127	12,573	71.9	28.1	72.1	27.9	71.4	28.6
Rubber products.....	16,244	5,245	75.6	24.4	75.2	24.8	76.2	23.8
Textile products.....	75,977	88,730	46.1	53.9	46.9	53.1	45.3	54.7
Thread, yarn and cloth.....	39,014	21,513	64.5	35.5	64.6	35.4	62.4	37.6
Cotton yarn and cloth.....	14,558	9,009	61.8	38.2	61.4	38.6	60.8	39.2
Woolen yarn and cloth.....	8,137	5,843	58.2	41.8	58.7	41.3	56.2	43.8
Synthetic silk and silk goods.....	12,110	5,003	70.8	29.2	70.6	29.4	67.6	32.4
Hosiery and knit goods.....	8,810	15,437	36.3	63.7	36.2	63.8	35.4	64.6
Garments and personal furnishings.....	19,358	44,055	30.5	69.5	31.5	68.5	30.2	69.8
Other textile products.....	8,795	7,725	53.2	46.8	54.1	45.9	53.3	46.7
Tobacco.....	5,614	6,521	46.3	53.7	45.7	54.3	44.6	55.4
Beverages.....	16,698	2,338	87.7	12.3	87.6	12.4	87.6	12.4
Chemicals and allied products.....	32,614	10,350	75.9	24.1	75.9	24.1	75.7	24.3
Clay, glass and stone products.....	18,833	2,307	89.1	10.9	88.9	11.1	88.7	11.3
Electric light and power.....	29,132	4,306	87.1	12.9	87.4	12.6	87.8	12.2
Electrical apparatus.....	38,069	15,185	71.5	28.5	71.6	28.4	72.2	27.8
Iron and steel products.....	257,049	21,765	92.2	7.8	92.3	7.7	92.5	7.5
Crude, rolled and forged products.....	33,417	1,656	95.3	4.7	95.4	4.6	95.6	4.4
Machinery (other than vehicles).....	23,683	3,256	87.9	12.1	87.9	12.1	89.1	10.9
Agricultural implements.....	14,853	903	94.3	5.7	94.2	5.8	94.7	5.3
Land vehicles and aircraft.....	108,533	6,750	94.1	5.9	94.3	5.7	94.5	5.5
Automobiles and parts.....	42,454	5,041	89.4	10.6	89.5	10.5	89.1	10.9
Steel shipbuilding and repairing.....	11,996	473	96.2	3.8	96.2	3.8	96.4	3.6
Heating appliances.....	8,141	534	93.8	6.2	93.8	6.2	93.3	6.7
Iron and steel fabrication (n.e.s.).....	10,221	913	91.8	8.2	91.7	8.3	91.9	8.1
Foundry and machine shop products.....	7,665	396	95.1	4.9	95.2	4.8	95.7	4.3
Other iron and steel products.....	38,540	6,884	84.8	15.2	84.8	15.2	85.0	15.0
Non-ferrous metal products.....	39,146	6,291	86.2	13.8	86.4	13.6	86.0	14.0
Non-metallic mineral products.....	13,857	1,418	90.7	9.3	91.0	9.0	91.3	8.7
Miscellaneous.....	11,542	7,357	61.1	38.9	61.3	38.7	62.2	37.8
Logging	56,757	1,141	98.0	2.0	98.5	1.5	98.3	1.7
Mining	83,004	1,885	97.8	2.2	97.8	2.2	97.9	2.1
Coal.....	24,726	222	99.1	.9	99.1	0.9	99.1	0.9
Metallic ores.....	43,137	840	98.1	1.9	98.1	1.9	98.0	2.0
Non-metallic minerals (except coal).....	15,141	823	94.8	5.2	95.2	4.8	95.6	4.4
Communications	25,436	29,165	46.6	53.4	47.1	52.9	46.9	53.1
Telegraphs.....	6,626	1,480	81.7	18.3	81.8	18.2	81.2	18.8
Telephones.....	16,606	26,804	38.3	61.7	38.7	61.3	39.4	60.6
Transportation	160,041	10,588	93.8	6.2	93.9	6.1	93.9	6.1
Street railways, cartage and storage.....	57,137	4,320	93.0	7.0	93.0	7.0	93.0	7.0
Steam railway operation.....	83,437	5,299	94.0	6.0	94.2	5.8	94.1	5.9
Shipping and stevedoring.....	19,467	899	95.3	4.7	95.3	4.7	95.6	4.4
Construction and Maintenance	188,050	4,759	97.5	2.5	97.8	2.2	97.9	2.1
Building.....	98,531	3,305	96.8	3.2	97.0	3.0	97.2	2.8
Railway.....	55,819	1,314	97.7	2.3	98.0	2.0	97.9	2.1
Highway.....	33,700	140	99.6	.4	99.6	0.4	99.7	0.3
Services (as specified below)	36,495	36,996	49.7	50.3	49.6	50.4	48.9	51.1
Hotels and restaurants.....	22,484	21,579	51.0	49.0	51.0	49.0	51.1	48.9
Personal (chiefly laundries).....	7,141	11,905	37.5	62.5	37.6	62.4	39.1	60.9
Trade	183,214	107,907	62.9	37.1	59.7	40.3	61.8	38.2
Retail.....	118,843	89,224	57.1	42.9	53.5	46.5	56.0	44.0
Wholesale.....	64,371	18,683	77.5	22.5	77.2	22.8	76.2	23.8
Eight Leading Industries	1,530,537	431,072	78.0	22.0	78.0	22.0	78.7	21.3
Finance	48,275	43,688	52.5	47.5	52.5	47.5	52.9	47.1
Banks and trust companies.....	25,310	26,841	49.0	51.0	49.1	50.9	49.7	50.3
Brokerage and stock market operations.....	2,348	1,290	64.5	35.5	64.4	35.6	64.4	35.5
Insurance.....	20,117	15,557	56.4	43.6	56.4	43.6	56.5	43.5
All Industries	1,578,812	474,760	76.9	23.1	76.9	23.1	77.7	22.3

TABLE C-6.—HOURS AND EARNINGS IN MANUFACTURING

(Hourly-Rated Wage-Earners)

SOURCE: *Average Hours Worked and Average Hourly Earnings*, D.B.S.

Tables C-6 to C-9 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-5. They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1 to C-4 relate to salaried employees as well as to all wage-earners of the co-operating firms.

Week Preceding	Average Hours Worked			Average Hourly Earnings		
	All Manu- factures	Durable Goods	Non- Durable Goods	All Manu- factures	Durable Goods	Non- Durable Goods
	no.	no.	no.	cts.	cts.	cts.
Feb. 1, 1945.....	45.4	46.0	44.7	70.1	77.8	60.3
Feb. 1, 1946.....	44.1	44.4	43.8	68.1	75.2	61.3
Feb. 1, 1947.....	43.2	43.2	43.1	76.4	83.5	69.4
Feb. 1, 1948.....	42.8	42.7	42.8	86.6	93.2	80.1
*Jan. 1, 1949.....	40.6	41.0	40.2	97.2	104.8	89.3
Feb. 1, 1949.....	42.9	43.2	42.7	97.2	105.0	89.3
Mar. 1, 1949.....	43.0	43.2	42.7	97.6	105.3	89.6
Apr. 1, 1949.....	42.9	43.2	42.6	98.2	105.7	90.3
May 1, 1949.....	42.5	42.7	42.3	98.6	106.2	90.7
June 1, 1949.....	40.8	41.1	40.5	99.1	106.5	91.5
July 1, 1949.....	41.8	42.4	41.2	99.1	106.7	91.3
Aug. 1, 1949.....	41.9	42.1	41.7	98.8	106.5	91.1
Sept. 1, 1949.....	42.4	42.5	42.2	98.4	106.6	90.4
Oct. 1, 1949.....	42.7	43.0	42.5	99.3	107.8	91.0
Nov. 1, 1949.....	42.8	42.8	42.9	99.5	108.0	91.4
Dec. 1, 1949.....	42.9	43.0	42.9	100.0	108.7	91.5
*Jan. 1, 1950.....	39.9	40.3	39.6	101.1	109.3	92.9
Feb. 1, 1950.....	42.3	42.1	42.4	100.9	109.5	92.7

* The averages at these dates were affected by loss of working time at the year-end holidays in the case of January 1.

TABLE C-7.—WEEKLY SALARIES AND WAGES IN MANUFACTURINGSOURCE: *Average Hours Worked and Average Hourly Earnings*, D.B.S.

Week Preceding	All Manufactures ¹		Durable Manufactured Goods		Non-Durable Manufactured Goods	
	Average Weekly		Average Weekly		Average Weekly	
	Salaries and Wages	Wages	Salaries and Wages	Wages	Salaries and Wages	Wages
	\$	\$	\$	\$	\$	\$
Feb. 1, 1945.....	32.98	31.83	36.44	35.79	29.06	26.95
Feb. 1, 1946.....	32.29	30.03	35.23	33.39	29.69	26.85
Feb. 1, 1947.....	35.22	33.00	37.91	36.07	32.82	29.91
Feb. 1, 1948.....	39.26	37.06	41.65	39.80	37.10	34.28
*Jan. 1, 1949.....	42.12	39.46	45.23	42.97	39.19	35.90
Feb. 1, 1949.....	44.04	41.70	47.17	45.36	41.12	38.13
Mar. 1, 1949.....	44.27	41.97	47.43	45.49	41.30	38.26
Apr. 1, 1949.....	44.27	42.13	47.43	45.66	41.30	38.47
May 1, 1949.....	44.31	41.91	47.30	45.35	41.49	38.37
June 1, 1949.....	43.16	40.43	46.00	43.77	40.49	37.06
July 1, 1949.....	43.95	41.42	47.26	45.24	40.90	37.62
Aug. 1, 1949.....	43.90	41.40	46.90	44.84	41.15	37.99
Sept. 1, 1949.....	44.05	41.72	47.35	45.31	41.12	38.15
Oct. 1, 1949.....	44.72	42.40	48.20	46.35	41.63	38.68
Nov. 1, 1949.....	44.95	42.59	48.15	46.22	42.09	39.21
Dec. 1, 1949.....	45.23	42.90	48.62	46.74	42.21	39.25
*Jan. 1, 1950.....	43.42	40.34	46.61	44.05	40.52	36.79
Feb. 1, 1950.....	45.20	42.68	48.27	46.10	42.45	39.30

* See footnote to Table C-6. ¹ Exclusive of electric light and power.

TABLE C-8.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES

(Hourly-Rated Wage-Earners)

SOURCE: *Average Hours Worked and Average Hourly Earnings*, D.B.S.

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Feb. 1, 1950	Jan. 1, 1950	Feb. 1, 1949	Feb. 1, 1950	Jan. 1, 1950	Feb. 1, 1949
Nova Scotia.....	43.1	38.7	44.3	91.1	94.7	87.2
New Brunswick.....	43.3	41.7	45.6	91.3	92.0	88.5
Quebec.....	43.9	41.3	44.5	90.9	91.2	88.2
Ontario.....	42.0	39.8	42.4	106.4	106.2	102.0
Manitoba.....	41.2	40.0	42.4	97.4	98.4	94.6
Saskatchewan.....	42.6	41.3	42.7	103.5	103.7	98.7
Alberta.....	41.2	40.2	42.0	102.0	102.0	99.4
British Columbia.....	36.3	34.4	38.2	121.9	120.9	118.0
Montreal.....	42.2	39.7	42.7	96.2	96.9	93.1
Toronto.....	40.8	39.1	41.1	105.4	104.2	101.3
Hamilton.....	41.2	39.6	42.9	117.7	117.7	109.2
Winnipeg.....	40.6	39.5	42.0	96.6	97.6	93.7
Vancouver.....	36.5	33.2	37.7	118.0	117.7	115.2

TABLE C-9.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Average Hours Worked and Average Hourly Earnings, D.B.S.
(The Latest figures are subject to revision)

Industries	Average Hours per Week Reported at			Average Hourly Earnings Reported at			Average Weekly Wages		
	Feb. 1 1950	Jan. 1 1950	Feb. 1 1949	Feb. 1 1950	Jan. 1 1950	Feb. 1 1949	Feb. 1 1950	Jan. 1 1950	Feb. 1 1949
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Manufacturing	42-3	39-9	42-9	100-9	101-1	97-2	42-68	40-34	41-70
*Durable manufactured goods	42-1	40-3	43-2	109-5	109-3	105-0	46-10	44-05	45-36
Non-durable manufactured goods	42-4	39-6	42-7	92-7	92-9	89-3	39-30	36-79	38-13
Animal products—edible	41-4	39-7	41-9	101-2	100-7	94-8	41-90	39-98	39-72
Dairy products	46-7	44-2	47-9	76-3	76-3	73-5	35-63	33-72	35-21
Meat products	41-5	40-4	41-4	110-6	109-6	104-6	45-90	44-28	43-30
Leather products	40-6	36-8	41-6	76-8	77-0	73-6	31-18	28-34	30-62
Leather boots and shoes	40-2	35-8	41-8	74-2	74-2	70-4	29-83	26-56	29-43
*Lumber products	40-0	37-6	41-6	92-1	92-8	89-3	36-84	34-89	37-15
Rough and dressed lumber	38-3	36-4	40-9	98-5	99-3	94-5	37-73	36-15	38-65
Containers	44-0	37-8	42-7	75-7	76-2	80-2	33-31	28-80	34-25
Furniture	42-3	39-8	43-2	87-6	86-8	85-3	37-05	34-55	36-08
*Musical instruments	45-4	42-8	46-1	87-1	87-4	83-3	39-54	37-41	38-40
Plant products—edible	42-1	38-8	42-2	79-3	80-2	76-7	33-39	31-12	32-37
Flour and other milled products	43-0	39-8	43-2	95-5	96-6	92-4	41-07	38-45	39-92
Fruit and vegetable preserving	39-5	35-3	40-7	76-3	77-3	75-9	30-14	27-29	30-89
Bread and bakery products	43-6	42-5	43-6	80-2	80-4	76-7	34-97	34-17	33-44
Chocolate and cocoa products	42-6	35-7	41-5	68-1	68-9	64-9	29-01	24-60	26-93
Pulp and paper products	44-8	42-3	45-3	110-0	109-2	106-9	49-28	46-19	48-43
Pulp and paper mills	48-3	45-4	49-2	114-0	113-5	113-6	55-06	51-53	55-59
Paper products	42-7	39-6	42-7	87-7	86-5	82-7	37-45	34-25	35-31
Printing and publishing	40-6	39-2	40-3	117-6	116-8	109-4	47-75	45-79	44-09
Rubber products	41-5	40-8	42-2	107-7	103-7	105-1	44-70	42-31	44-52
Textiles—all branches	41-5	37-4	41-6	80-7	80-6	78-1	33-49	30-14	32-49
Thread, yarn and cloth	44-6	41-1	44-6	84-5	84-3	82-0	37-69	34-65	36-57
Cotton yarn and cloth	43-5	42-7	43-8	85-8	84-9	84-8	37-32	36-25	37-14
Woolen yarn and cloth	43-8	40-1	43-3	80-1	81-0	77-2	35-08	32-48	33-43
Synthetic silk and silk goods	46-9	39-6	46-8	85-3	85-2	82-0	40-01	33-74	38-66
Hosiery and knit goods	40-3	36-4	41-1	75-1	74-9	72-0	30-27	27-26	29-59
Garments and personal furnishings	38-0	32-6	37-9	77-2	77-1	75-0	29-34	25-13	28-43
Tobacco	42-7	39-8	43-3	86-6	87-8	79-8	36-98	34-94	34-55
Beverages	41-9	43-2	41-7	101-5	101-6	98-9	42-53	43-89	41-24
Distilled and malt liquor	40-7	42-3	40-7	107-1	107-6	103-8	43-59	45-51	42-25
Chemicals and allied products	43-5	42-7	43-7	101-0	100-7	97-2	43-94	43-00	42-48
Drugs and medicines	41-1	40-8	40-8	84-3	83-2	80-5	34-65	33-95	32-84
*Clay, glass and stone products	45-1	42-7	45-9	99-1	99-4	95-1	44-69	42-44	43-65
Glass products	46-4	44-1	46-1	94-9	95-8	90-8	44-03	42-25	41-88
Lime, gypsum and cement products	46-2	43-1	46-7	99-5	99-2	93-7	45-97	42-76	43-76
*Electrical apparatus	41-5	39-8	41-7	111-5	110-7	107-2	46-27	44-06	44-70
Heavy electrical apparatus ¹	42-0	42-4	42-5	125-9	123-1	118-5	52-88	52-19	50-36
*Iron and steel products	42-3	40-6	43-7	114-6	114-3	109-5	48-48	46-41	47-85
Crude, rolled and forged products	43-0	40-6	45-5	120-8	121-3	111-9	51-94	49-25	50-91
Primary iron and steel	42-9	40-7	45-7	123-1	123-8	113-1	52-81	50-39	51-69
Machinery (other than vehicles)	42-8	40-9	44-1	107-7	105-5	101-7	46-10	43-15	44-85
Agricultural implements	39-4	38-9	43-6	122-9	121-9	113-8	48-42	47-42	49-62
Land vehicles and aircraft	42-4	41-7	43-1	117-9	118-1	115-3	49-99	49-25	49-89
Railway rolling stock	42-5	43-8	44-3	112-5	113-8	112-8	47-81	49-54	49-97
Automobiles and parts	41-7	39-4	41-1	124-8	125-1	122-1	52-04	49-29	50-18
Aeroplanes and parts	45-2	41-9	45-2	112-4	109-7	102-9	50-80	45-96	46-51
Steel shipbuilding and repairing	41-4	38-9	42-3	110-2	110-9	106-2	45-62	43-14	44-92
Iron and steel fabrication n.e.s.	42-0	39-3	42-8	110-0	105-6	103-8	46-20	42-88	44-43
Hardware, tools and cutlery	42-5	41-3	43-5	100-2	98-9	97-5	42-59	40-85	42-41
Foundry and machine shop products	42-7	38-8	43-7	112-4	112-2	108-9	47-99	43-53	47-59
Sheet metal work	42-1	37-4	43-0	103-6	102-1	99-8	43-62	38-19	42-91
*Non-ferrous metal products	43-7	42-6	43-3	109-5	109-6	105-1	47-85	46-69	45-51
Smelting and refining	45-1	45-4	43-5	118-9	119-4	114-9	53-62	54-21	49-98
Aluminum and its products	43-2	41-3	43-9	101-6	100-8	98-1	43-89	41-63	43-07
Brass and copper manufacturing	42-5	40-1	43-3	107-8	106-1	102-3	45-82	42-55	44-30
Non-metallic mineral products	42-0	41-4	42-2	121-5	123-0	115-2	51-03	50-92	48-61
Petroleum and its products	40-7	41-5	40-9	129-8	131-8	123-2	52-83	54-08	50-39
Miscellaneous manufactured products	41-6	38-8	41-7	87-4	86-8	82-7	36-36	33-68	34-49
Mining	43-0	40-2	44-0	119-4	120-3	116-0	51-34	48-36	51-04
Coal	37-4	35-1	40-3	129-7	131-3	128-2	48-51	46-09	51-66
Metallic ores	45-9	42-7	45-9	117-4	118-8	113-7	53-89	50-73	52-19
Non-metallic minerals (except coal)	43-8	41-2	44-9	109-3	108-1	101-8	47-87	44-54	45-71
Local Transportation²	45-3	44-2	45-4	102-9	103-2	97-9	46-61	45-61	44-45
Building Construction	38-5	34-6	39-6	110-8	108-9	108-9	42-66	37-68	43-12
Highway Construction	40-5	37-8	40-6	87-1	88-4	85-5	35-28	33-42	34-71
Services (as indicated below)	42-1	41-4	42-2	65-0	64-7	62-1	27-37	26-79	26-21
Hotels and restaurants	42-9	43-3	42-9	63-8	63-4	61-4	27-37	27-45	26-34
Personal (Chiefly laundries)	40-6	37-6	40-8	67-5	67-7	63-5	27-41	25-46	25-91

* Industries classified in the durable manufactured goods industries.

¹ Since 1941, the Dominion Bureau of Statistics has prepared current indexes of average hourly earnings of the employees of eight establishments producing heavy electrical apparatus. Based upon the hourly earnings at June 1, 1941, as 100 p.c., the latest figures are as follows:—Dec. 1, 1949, 231-5; Jan. 1, 1950, 233-6; Feb. 1, 1950, 238-9; at Feb. 1, 1949, the index was 224-9.² Chiefly street and electric railways.³ For information respecting the sex distribution of the persons in recorded employment, see Table C-5.

TABLE C-10.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

(SOURCE: Hours Worked and Hourly and Weekly Wages, D.B.S. Real Wages Computed by the Economics and Research Branch, Department of Labour)

Date	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (AV 1946=100)		
				Average Weekly Earnings	Cost of Living	Average Real Weekly Earnings
Week preceding—		cts.	\$			
January 1, 1945.....	46.1*	70.0	32.27*	106.8	96.0	113.3
February 1, 1945.....	45.4	70.1	31.83	105.3	96.0	109.7
March 1, 1945.....	45.8	70.1	32.11	106.3	96.0	110.7
April 1, 1945.....	45.6*	70.4	32.10*	106.2	96.0	110.6
May 1, 1945.....	45.5	70.5	32.08	106.2	96.3	110.3
June 1, 1945.....	44.3	70.3	31.14	103.0	96.8	106.4
July 1, 1945.....	44.3	70.1	31.05	102.7	97.3	105.5
August 1, 1945.....	44.3	69.5	30.79	101.9	97.5	104.5
September 1, 1945.....	44.1	69.2	30.52	101.9	97.0	104.1
October 1, 1945.....	44.7	67.8	30.31	100.3	96.8	103.6
November 1, 1945.....	44.9	67.5	30.31	100.3	97.0	103.4
December 1, 1945.....	44.8	67.0	30.02	99.3	97.2	102.2
January 1, 1946.....	44.2*	67.9	30.01*	99.3	97.0	102.4
February 1, 1946.....	44.1	68.1	30.03	99.4	97.0	102.5
March 1, 1946.....	44.0	67.9	29.88	98.9	97.2	101.7
April 1, 1946.....	44.4	68.4	30.37	100.5	97.7	102.9
May 1, 1946.....	43.0	68.9	29.63	98.0	98.7	99.3
June 1, 1946.....	42.0	69.1	29.02	96.0	100.0	96.0
July 1, 1946.....	42.4	70.0	29.68	98.2	101.2	97.0
August 1, 1946.....	43.0	70.0	30.10	99.6	101.6	98.0
September 1, 1946.....	42.7	70.6	30.15	99.8	101.5	98.3
October 1, 1946.....	42.9	71.4	30.63	101.4	102.6	98.8
November 1, 1946.....	42.4	72.9	30.91	102.3	102.8	99.5
December 1, 1946.....	43.2	74.5	32.18	106.5	102.8	103.6
January 1, 1947.....	42.7*	76.2	32.54*	107.7	102.8	104.8
February 1, 1947.....	43.1	76.3	32.89	108.8	103.4	105.2
March 1, 1947.....	43.4	77.1	33.46	110.7	104.3	106.1
April 1, 1947.....	43.2	77.6	33.52	110.9	105.7	104.9
May 1, 1947.....	43.2	78.3	33.83	111.9	107.7	103.9
June 1, 1947.....	42.9	79.9	34.28	113.4	109.1	103.9
July 1, 1947.....	42.0	80.8	33.94	112.3	110.0	102.1
August 1, 1947.....	42.5	81.3	34.55	114.3	110.5	103.4
September 1, 1947.....	42.3	82.2	34.77	115.1	112.8	102.0
October 1, 1947.....	43.1	83.4	35.95	119.0	115.0	103.5
November 1, 1947.....	42.9	84.7	36.34	120.3	116.2	103.5
December 1, 1947.....	43.5	85.6	37.24	123.2	118.1	104.3
January 1, 1948.....	43.2*	86.6	37.41*	123.8	120.0	103.2
February 1, 1948.....	42.8	86.6	37.06	122.6	121.4	101.0
March 1, 1948.....	43.2	88.0	38.02	125.8	122.0	103.1
April 1, 1948.....	43.2*	89.0	38.45*	127.2	122.7	103.7
May 1, 1948.....	43.1	89.4	38.53	127.5	124.0	102.8
June 1, 1948.....	41.7	91.4	38.11	126.1	124.8	101.0
July 1, 1948.....	42.0	92.3	38.77	128.3	126.9	101.1
August 1, 1948.....	42.1	92.7	39.03	129.2	127.4	101.4
September 1, 1948.....	41.7	93.4	38.95	128.9	128.6	100.2
October 1, 1948.....	43.0	94.6	40.68	134.6	129.1	104.3
November 1, 1948.....	43.1	95.5	41.16	136.2	129.1	105.5
December 1, 1948.....	43.2	96.0	41.47	137.2	128.6	106.7
January 1, 1949.....	43.2*	97.2	41.99*	138.9	129.1	107.6
February 1, 1949.....	42.9	97.2	41.70	138.0	129.0	107.0
March 1, 1949.....	43.0	97.6	41.97	138.9	128.8	107.8
April 1, 1949.....	42.9	98.2	42.13	139.4	128.9	108.1
May 1, 1949.....	41.8*	98.6	41.21*	136.4	129.0	105.7
June 1, 1949.....	40.8	99.1	40.43	133.8	129.9	103.0
July 1, 1949.....	41.8	99.1	41.42	137.1	131.1	104.6
August 1, 1949.....	41.9	98.8	41.40	137.0	131.7	104.0
September 1, 1949.....	42.4	98.4	41.72	138.1	131.3	105.2
October 1, 1949.....	42.7	99.3	42.40	140.3	131.2	106.9
November 1, 1949.....	42.8	99.5	42.59	140.9	130.8	107.7
December 1, 1949.....	42.9	\$1.000	42.90	142.0	130.7	108.6
January 1, 1950.....	42.6*	\$1.011	43.07*	142.5	130.3	109.4
February 1, 1950 (1).....	42.3	\$1.009	42.68	141.6	130.7	108.0

NOTE: Average Real Weekly Earnings were computed by dividing the index of the cost of living into an index of the average weekly earnings, both indexes having been calculated on a similar base (Average 1946=100).

* Figures adjusted for holidays. The actual figures are: January 1, 1945, 39.6 hours, \$27.72; April 1, 1945, 43.6 hours, \$30.69; January 1, 1946, 38.1 hours, \$25.87; January 1, 1947, 38.1 hours, \$29.03; January 1, 1948, 38.3 hours, \$33.17; April 1, 1948, 41.6 hours, \$37.02; January 1, 1949, 40.6 hours, \$39.46; May 1, 1949, 42.5 hours, \$41.91; January 1, 1950, 39.9 hours, \$40.34.

(1) Latest figures subject to revision.

D—Employment Service Statistics

TABLE D-1.—UNFILLED VACANCIES AND UNPLACED APPLICANTS AS AT FIRST OF MONTH

(Source: Form U.I.C. 757)

Month		Unfilled Vacancies			Unplaced Applicants		
		Male	Female	Total	Male	Female	Total
April	1945	95,901	44,305	140,206	53,951	27,761	81,712
April	1946	46,552	36,195	82,747	217,491	48,937	266,428
April	1947	43,010	38,725	81,735	145,906	35,448	181,354
April	1948	20,475	17,800	38,275	150,032	43,767	193,799
January	1949	11,996	13,063	25,059	150,474	36,185	186,659
February	1949	10,026	12,990	23,016	204,897	51,909	256,806
March	1949	10,187	13,544	23,731	209,866	51,898	261,764
April	1949	14,444	16,816	31,260	195,559	50,961	246,520
May	1949	21,673	21,840	43,513	158,794	44,932	203,726
June	1949	23,539	24,035	47,574	113,489	41,359	154,848
July	1949	20,679	21,775	42,454	103,275	44,216	147,491
August	1949	18,043	19,313	37,356	97,154	42,090	139,244
September	1949	19,940	22,620	42,560	97,684	39,667	137,351
October	1949	20,837	20,629	41,466	101,504	41,543	143,047
November	1949	14,535	15,200	29,735	122,664	49,702	172,366
December	1949	10,400	12,085	22,485	164,345	56,439	220,784
January	1950	7,971	9,748	17,719	218,769	55,188	273,957
February	1950	8,315	10,076	18,391	301,039	74,557	375,596
March	1950	9,614	11,429	21,043	300,352	75,646	375,998
April	1950 (1)	11,967	12,032	23,999	349,098	79,193	428,291*

(1) Latest figures subject to revision.

* This figure includes 57,383 persons (53,903 male and 3,480 female) who were claiming supplementary benefit but who were not registered with N.E.S. at February 28.

TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT MARCH 2, 1950

(Source: Form U.I.C. 751)

Industry	Male	Female	Total	Change From Feb. 2, 1950	
				Absolute	Percentage
Agriculture, Fishing, Trapping	406	317	723	+ 248	+52.2
Logging	482	4	486	+ 106	+17.9
Pulpwood	194	—	194	— 73	-27.4
Lumber	259	4	263	— 28	- 9.6
Other logging	29	—	29	— 5	-14.7
Mining	295	19	317	+ 66	+17.2
Coal	73	2	75	— 37	-33.0
Metallic ores—					
Iron	18	2	20	+ 8	+66.7
Gold	62	2	64	— 13	-16.9
Nickel	81	—	81	— 31	-27.7
Other metallic ores and non-metallic minerals	52	6	58	+ 11	+23.4
Prospecting and oil producing	12	7	19	— 4	-17.4
Manufacturing	2,537	3,153	5,690	+ 930	+19.5
Food and kindred products	256	197	453	+ 120	+36.0
Textiles, apparel, etc.	258	1,944	2,202	+ 477	+27.7
Lumber and finished lumber products	301	69	370	— 69	-15.7
Pulp and paper products and printing	300	190	490	+ 82	+20.1
Chemicals and allied products	132	98	230	+ 57	+32.9
Products of petroleum and coal	34	13	47	+ 21	+80.8
Rubber products	31	21	52	+ 2	+ 4.0
Leather and products	102	215	317	+ 51	+19.2
Stone, clay and glass products	68	33	101	—	—
Iron and steel and products	210	38	248	+ 31	+14.3
Non-ferrous metals and products	119	49	168	+ 43	+34.4
Machinery	274	61	335	+ 129	+62.6
Electrical equipment and products	143	112	255	+ 7	+ 2.8
Transportation equipment and other manufacturing	309	113	422	— 21	- 4.8
Construction	722	43	765	+ 24	+ 3.2
Transportation and Storage	578	62	640	+ 142	+28.5
Communications and Other Public Utilities	248	193	441	+ 90	+25.6
Trade	1,783	1,514	3,297	+ 439	+15.4
Wholesale	652	404	1,056	+ 198	+23.1
Retail	1,131	1,110	2,241	+ 241	+12.1
Finance, Insurance, Real Estate	765	729	1,494	+ 71	+ 5.0
Service	1,804	5,396	7,200	+ 895	+14.2
Public	544	405	949	+ 146	+18.2
Domestic	67	3,157	3,224	+ 140	+ 4.5
Personal	587	1,586	2,173	+ 421	+24.0
Other service	606	248	854	+ 188	+28.2
All Industries	9,623	11,430	21,053	+2,667	+14.5

TABLE D-3.—UNFILLED VACANCIES AND UNPLACED APPLICANTS BY OCCUPATION AND BY SEX, AS AT MARCH 2, 1950

(SOURCE: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies			Unplaced Applicants		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	940	311	1,251	4,649	1,025	5,674
Clerical Workers.....	965	2,703	3,668	9,843	17,061	26,904
Sales Workers.....	1,903	747	2,650	6,113	11,667	17,780
Personal and Domestic Service Workers.....	557	4,709	5,266	18,327	14,207	32,534
Seamen.....	25	.....	25	6,037	61	6,098
Agriculture and Fishing.....	393	4	397	3,551	927	4,478
Skilled and Semi-skilled Workers.....	3,488	2,316	5,804	130,431	15,315	145,746
Food and kindred products.....	46	24	70	2,591	1,040	3,631
Textiles, clothing, etc.....	158	1,537	1,995	2,814	8,499	11,313
Lumber and wood products.....	578	2	580	11,476	203	11,679
Pulp, paper and printing.....	103	25	128	703	504	1,207
Leather and products.....	68	141	209	1,518	618	2,136
Stone, clay and glass products.....	18	3	21	453	47	500
Metalworking.....	516	28	544	13,091	610	13,701
Electrical.....	67	25	92	2,120	372	2,492
Transportation equipment, n.e.c.....	2	.....	2	594	92	686
Mining.....	154	.....	154	1,853	.....	1,853
Construction.....	383	.....	383	44,110	8	44,118
Transportation (except seamen).....	435	4	439	21,077	59	21,136
Communications and public utility.....	20	.....	20	801	5	806
Trade and service.....	148	147	295	2,445	1,263	3,708
Other skilled and semi-skilled.....	693	39	732	16,053	1,647	17,700
Foremen.....	41	14	55	2,822	187	3,009
Apprentices.....	58	27	85	5,910	161	6,071
Unskilled Workers.....	1,343	639	1,982	121,401	15,383	136,784
Food and tobacco.....	25	95	120	3,909	3,891	7,800
Lumber and lumber products.....	120	14	134	7,061	409	7,470
Metalworking.....	67	18	85	4,684	294	4,978
Construction.....	188	.....	188	24,736	3	24,739
Other unskilled workers.....	943	512	1,455	81,011	10,786	91,797
Total.....	9,614	11,429	21,043	300,352	75,646	375,998

TABLE D-4.—AVERAGE WEEKLY VACANCIES NOTIFIED, REFERRALS, AND PLACEMENTS FOR THE MONTH OF FEBRUARY, 1950

(SOURCE: Form U.I.C. 751)

Industry	Weekly Average		
	Vacancies Notified	Referrals	Place- ments
Agriculture, Fishing, Trapping.....	331	256	193
Logging.....	507	476	381
Mining.....	172	173	130
Manufacturing.....	3,841	3,977	2,573
Food and kindred products.....	456	510	313
Textiles, apparel, etc.....	829	733	435
Lumber and finished lumber products.....	437	463	339
Pulp and paper products and printing.....	284	289	179
Chemicals and allied products.....	141	159	92
Products of petroleum and coal.....	21	20	8
Rubber products.....	42	52	27
Leather and products.....	158	150	95
Stone, clay and glass products.....	125	132	101
Iron and steel products.....	224	246	166
Non-ferrous metals and products.....	163	163	118
Machinery.....	303	340	213
Electrical equipment and products.....	176	195	111
Transportation equipment and other manufacturing.....	482	525	376
Construction.....	1,141	1,111	886
Transportation and Storage.....	786	805	618
Communications and Other Public Utilities.....	151	139	77
Trade.....	2,005	2,344	1,267
Finance, Insurance, Real Estate.....	363	383	169
Service.....	4,893	4,642	3,164
All industries.....	14,190	14,306	9,458

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR
FOUR WEEKS FEBRUARY 3 TO MARCH 2, 1950: UNPLACED APPLICANTS
AS AT MARCH 30, 1950**

Office	Vacancies		Applicants					
	Reported during period	Unfilled end of period	Regis- tered during period	Referred to vacancies	Placements		Unplaced end of period	Unplaced as at Mar. 30
					Regular	Casual		
Newfoundland	103	12	6,009	104	67	1	18,721	21,299
Corner Brook.....	6	2	761	2	2		3,239	3,791
Grand Falls.....	4	1	1,058	3	3		2,475	2,871
St. John's.....	93	9	4,190	99	62	1	13,007	14,637
Prince Edward Island	236	111	747	261	93	80	2,703	2,933
Charlottetown.....	146	88	453	123	65	34	1,696	1,842
Summerside.....	90	23	294	138	28	46	1,007	1,091
Nova Scotia	1,873	750	6,235	1,823	867	392	21,241	23,994
Amherst.....	27		193	30	21	9	938	1,061
Bridgewater.....	23	22	194	32	16	4	902	1,057
Halifax.....	1,189	596	2,149	983	388	285	5,357	5,552
Inverness.....	6	1	112	5	5		669	857
Kentville.....	61	47	595	69	22	5	2,073	2,488
Liverpool.....	13	1	138	13	13		503	609
New Glasgow.....	225	32	728	277	184	26	3,006	3,235
Springhill.....	41	3	95	53	37		329	422
Sydney.....	202	60	1,344	259	132	54	4,489	5,305
Truro.....	61	14	374	76	29	9	956	1,190
Yarmouth-Shelburne.....	25	4	316	26	20		2,019	2,218
New Brunswick	1,801	495	5,493	1,952	946	521	17,257	26,185
Bathurst.....	72	20	476	77	13	38	1,756	3,183
Campbellton.....	31	15	379	38	14	9	1,139	2,425
Edmundston.....	168	11	347	161	102	48	915	2,755
Fredericton.....	284	104	432	237	103	102	896	1,195
Minto.....	77	13	186	84	63	7	527	882
Moncton.....	546	173	1,498	570	197	211	4,686	6,289
Newcastle.....	87	3	357	88	72		1,328	2,601
Saint John.....	414	129	1,353	563	325	50	3,412	3,829
St. Stephen.....	39	12	189	45	17	11	1,424	1,512
Sussex.....	43	11	117	34	27	18	329	464
Woodstock.....	40	4	159	55	13	27	845	1,070
Quebec	11,564	4,881	39,016	11,302	6,456	694	112,509	150,587
Asbestos.....	54	31	134	24	18	20	368	402
Beauharnois.....	40	16	214	36	25	4	709	744
Buckingham.....	70	36	192	46	31	6	774	983
Causapscal.....	4	3	158	1	1		873	2,760
Chandler.....	41		347	41	23		1,765	4,187
Chicoutimi.....	125	48	555	146	69	18	1,972	3,326
Dolbeau.....	14	9	95	13	5		489	2,457
Drummondville.....	124	24	565	115	73		1,648	2,131
Farnham.....	25	11	196	13	13		647	747
Granby.....	73	20	524	106	53		1,196	1,267
Hull.....	118	47	1,002	132	73	2	3,223	3,805
Joliette.....	112	79	514	189	55		1,708	2,331
Jonquiere.....	126	54	396	108	52		1,653	2,505
Lachute.....	23	10	193	28	16	1	574	677
La Malbaie.....	3	2	209	8	14		1,069	2,495
La Tuque.....	298	48	487	314	193		565	770
Levis.....	78	46	753	107	46	2	3,448	3,830
Matane.....	53	53	390	39	30		1,351	3,654
Megantic.....	28	7	160	22	18	1	749	1,275
Mont-Laurier.....	20	8	86	19	12		339	786
Montmagny.....	23	14	176	17	16		928	1,705
Montreal.....	7,200	3,343	17,235	6,435	3,924	351	39,922	44,031
Port Alfred.....	5		100	4	4		894	1,412
Quebec.....	710	282	3,818	1,029	405	96	11,976	14,272
Rimouski.....	13	7	373	15	10		1,723	2,813
Riviere du Loup.....	11	1	480	17	7		1,816	2,717
Rouyn.....	135	41	680	218	71	21	1,340	2,127
St. Agathe.....	109	21	218	135	79	13	691	946
Ste. Anne de Bellevue.....	128	12	340	125	106	2	675	687
St. Therese.....	84	38	350	66	33	5	1,382	1,512
St. Georges de Beauce.....	42	21	355	64	18	4	1,101	2,538
St. Hyacinthe.....	138	50	440	72	47	8	1,450	1,568
St. Jean.....	115	43	376	110	62		1,087	1,239
St. Jerome.....	110	35	491	100	69	4	1,330	1,705
St. Joseph d'Alma.....	3	3	686	2	2		1,317	3,498
Shawinigan Falls.....	93	12	1,013	156	61		3,429	5,384
Sherbrooke.....	549	219	1,428	465	235	51	4,414	5,328
Sorel.....	15	12	471	24	7		1,953	2,444
Thetford Mines.....	103	30	489	161	89	1	1,105	1,529
Three Rivers.....	294	95	1,264	405	165	30	5,006	7,429
Val d'Or.....	69	27	351	68	24	16	855	1,338
Valleyfield.....	117	11	354	109	64	36	1,545	1,638
Victoriaville.....	69	12	358	72	63	1	1,455	1,565

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR
FOUR WEEKS FEBRUARY 3 TO MARCH 2, 1950: UNPLACED APPLICANTS
AS AT MARCH 30, 1950**

Office	Vacancies		Applicants					
	Reported during period	Unfilled end of period	Regis- tered during period	Referred to vacancies	Placements		Unplaced end of period	Unplaced as at Mar. 30
					Regular	Casual		
Ontario	25,499	11,975	47,569	24,375	12,844	4,011	95,031	102,541
Arnprior.....	75	5	142	105	36	39	275	352
Barrie.....	301	85	373	296	152	77	704	707
Belleville.....	159	25	630	177	88	23	1,468	1,367
Bracebridge.....	54	8	198	89	45	1	576	826
Brampton.....	88	24	175	90	40	25	343	330
Brantford.....	430	92	988	436	255	45	1,829	1,496
Brockville.....	133	3	251	155	63	64	402	339
Carleton Place.....	27	8	93	34	30	.....	391	372
Chatham.....	177	27	636	193	115	41	1,113	1,159
Cobourg.....	131	14	213	153	97	29	444	457
Collingwood.....	167	.....	222	169	166	.....	834	815
Cornwall.....	387	34	707	413	172	146	2,026	2,373
Fort Erie.....	78	6	116	91	62	15	384	408
Fort Frances.....	96	30	155	65	38	7	321	437
Fort William.....	139	33	866	164	91	31	2,300	2,706
Galt.....	195	77	363	161	112	12	644	664
Cananogue.....	31	1	66	31	9	21	225	225
Goderich.....	54	41	90	44	28	7	345	372
Guelph.....	147	84	608	143	57	18	1,242	1,059
Hamilton.....	1,571	572	3,954	1,909	577	568	7,863	7,867
Hawkesbury.....	20	12	271	23	8	1	867	851
Ingersoll.....	117	38	308	123	79	12	293	312
Kapusking.....	65	9	79	99	59	.....	132	256
Kenora.....	51	16	170	42	50	.....	418	490
Kingston.....	410	64	921	480	354	15	1,230	1,225
Kirkland Lake.....	173	32	411	245	61	49	791	986
Kitchener-Waterloo.....	433	172	677	507	241	69	1,205	1,240
Leamington.....	62	20	258	61	31	7	581	605
Lindsay.....	112	21	232	128	73	20	509	568
Listowel.....	21	30	94	21	8	.....	317	355
London.....	1,390	740	1,877	1,458	675	210	2,137	1,889
Midland.....	146	23	235	158	125	10	1,205	1,210
Napanee.....	41	8	116	42	29	2	444	469
New Toronto.....	350	109	644	274	205	11	1,162	1,230
Niagara Falls.....	141	8	568	162	68	62	1,310	1,398
North Bay.....	293	92	523	345	163	28	935	1,107
Orillia.....	137	2	276	160	105	34	1,003	1,083
Oshawa.....	659	131	1,126	752	473	104	1,795	1,900
Ottawa.....	1,192	482	2,106	1,176	697	83	5,073	5,484
Owen Sound.....	118	29	493	143	65	17	1,497	1,500
Parry Sound.....	54	1	98	61	35	20	360	399
Pembroke.....	155	28	342	151	127	3	912	1,019
Perth.....	99	17	147	113	46	35	322	365
Peterborough.....	307	42	666	346	262	.....	1,591	1,777
Pictou.....	25	4	69	54	21	2	371	371
Port Arthur.....	330	90	890	300	207	12	2,372	3,389
Port Colborne.....	42	6	165	42	23	17	723	666
Prescott.....	48	15	126	48	35	.....	436	437
Renfrew.....	58	10	292	60	44	8	537	580
St. Catharines.....	367	111	1,146	346	217	77	2,532	2,512
St. Thomas.....	212	54	364	261	118	49	532	563
Sarnia.....	153	46	383	207	107	12	1,021	1,024
Sault Ste. Marie.....	262	51	582	224	171	36	1,213	1,229
Simcoe.....	79	33	200	88	29	21	701	616
Sioux-Lookout.....	52	65	90	59	38	6	100	131
Smiths Falls.....	128	21	200	134	58	44	520	522
Stratford.....	245	52	349	263	105	77	570	692
Sturgeon Falls.....	92	8	242	111	90	1	486	1,064
Sudbury.....	635	218	1,083	531	364	142	1,785	2,324
Timmins.....	518	81	742	586	367	87	1,309	1,726
Toronto.....	9,744	7,470	12,779	7,381	3,602	1,252	19,941	19,541
Trenton.....	129	5	389	209	151	19	790	774
Walkerton.....	89	77	168	35	18	.....	524	547
Wallaceburg.....	122	5	239	153	114	5	484	492
Welland.....	163	52	442	153	67	42	1,910	1,853
Weston.....	223	59	436	232	114	5	583	667
Windsor.....	720	88	2,608	803	466	115	5,334	8,760
Woodstock.....	87	58	201	97	41	21	439	412
Manitoba	3,484	1,386	8,878	3,599	1,281	1,045	19,527	20,727
Brandon.....	300	186	742	306	169	25	1,409	1,431
Dauphin.....	42	14	221	48	16	11	665	734
Flin Flon.....	110	46	129	95	44	21	165	153
Portage la Prairie.....	56	41	273	56	32	5	801	875
The Pas.....	52	16	51	23	33	4	120	103
Winnipeg.....	2,924	1,083	7,462	3,071	987	979	16,367	17,431

TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS FEBRUARY 3 TO MARCH 2, 1950: UNPLACED APPLICANTS AS AT MARCH 30, 1950

Office	Vacancies		Applicants					
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	Unplaced as at Mar. 30
					Regular	Casual		
Saskatchewan	1,991	952	4,712	2,302	904	370	13,009	13,472
Estevan.....	54	30	91	36	26	2	281	336
Moose Jaw.....	161	125	618	179	46	22	1,748	1,784
North Battleford.....	89	48	244	79	39	20	939	933
Prince Albert.....	212	65	503	260	112	34	1,455	1,567
Regina.....	788	245	1,468	1,135	430	166	2,997	3,191
Saskatoon.....	493	281	1,190	467	191	83	3,050	3,047
Swift Current.....	43	44	154	43	15	12	891	925
Weyburn.....	33	17	108	28	15	6	358	367
Yorkton.....	118	97	336	75	30	25	1,290	1,322
Alberta	4,578	1,390	8,919	4,961	2,666	697	16,203	15,821
Blairmore.....	59	33	98	48	40	.....	204	224
Calgary.....	1,561	397	3,197	1,872	852	320	5,811	5,146
Drumheller.....	63	19	145	52	48	.....	299	407
Edmonton.....	2,253	634	4,335	2,433	1,308	342	6,428	6,616
Edson.....	103	35	75	72	101	.....	105	127
Lethbridge.....	279	155	552	227	115	33	2,075	1,877
Medicine Hat.....	139	55	301	150	136	.....	709	734
Red Deer.....	121	62	216	107	66	2	578	580
British Columbia	5,631	1,741	18,450	6,544	2,940	956	59,803	50,632
Chilliwack.....	287	21	469	334	246	26	2,300	1,975
Courtenay.....	4	6	93	2	1	.....	1,215	854
Cranbrook.....	27	10	247	42	7	9	987	1,070
Dawson Creek.....	111	16	136	97	98	.....	242	180
Duncan.....	50	19	196	67	23	7	1,495	802
Kamloops.....	99	31	266	74	74	.....	606	531
Kelowna.....	26	10	272	36	3	9	1,397	1,605
Nanaimo.....	78	12	368	85	47	22	2,526	1,950
Nelson.....	49	14	427	55	37	.....	1,447	1,411
New Westminster.....	408	138	2,013	451	238	79	7,491	6,453
North Vancouver.....	95	9	537	132	28	49	1,880	.....
Penticton.....	68	27	257	56	34	6	1,335	1,230
Port Alberni.....	83	23	185	100	53	.....	744	447
Prince George.....	505	86	593	584	339	73	883	655
Prince Rupert.....	295	51	348	285	230	5	663	410
Princeton.....	14	2	63	14	12	.....	200	212
Trail.....	120	13	254	163	98	16	781	867
Vancouver.....	2,635	1,008	9,683	3,187	1,054	473	28,068	25,871*
Vernon.....	31	5	413	65	21	4	1,684	1,719
Victoria.....	574	229	1,457	647	238	177	3,646	3,146
Whitehorse.....	72	11	173	68	59	1	233	244
Canada	56,760	23,723	146,031	57,223	29,064	8,767	376,010	428,491
Males.....	33,475	10,950	106,264	33,660	18,638	5,555	300,371	349,294
Females.....	23,285	12,773	39,767	23,563	10,426	3,182	75,639	79,197

* Vancouver includes North Vancouver.

TABLE D-6.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES 1940-1950

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1940.....	653,455	235,150	888,595	336,507	138,599	475,106
1941.....	568,695	262,767	831,462	331,997	175,766	507,763
1942.....	1,044,610	499,519	1,544,129	597,161	298,460	895,621
1943.....	1,681,411	1,008,211	2,689,622	1,239,900	704,126	1,944,026
1944.....	1,583,010	902,273	2,485,283	1,101,854	638,063	1,739,917
1945.....	1,855,036	661,948	2,516,984	1,095,641	397,940	1,493,581
1946.....	1,464,533	494,164	1,958,697	624,052	235,360	859,412
1947.....	1,189,646	439,577	1,629,223	549,376	220,473	769,849
1948.....	1,197,295	459,332	1,656,627	497,916	214,424	712,340
1949.....	1,295,690	494,956	1,790,646	464,363	219,816	684,179
1950 (9 weeks).....	285,076	100,149	385,225	47,801	29,881	77,682

E—Unemployment Insurance

**TABLE E-1.—REGISTRATIONS OF EMPLOYERS AND EMPLOYEES BY REGIONS,
FROM APRIL 1, 1948 TO FEBRUARY 28, 1949 AND FROM APRIL 1, 1949, TO
FEBRUARY 28, 1950**

Region	1949		1950	
	Employers Registered	Insured Persons Registered	Employers Registered	Insured Persons Registered
Maritimes.....	15,836	269,782	18,870	335,504
Quebec.....	55,758	1,020,393	57,556	1,035,799
Ontario.....	76,460	1,416,921	81,464	1,481,969
Prairie.....	39,752	550,130	42,654	559,175
Pacific.....	24,129	388,267	25,456	387,260
Total for Canada.....	211,935	3,645,493	226,000	3,799,707

**TABLE E-2.—PERSONS ON THE LIVE UNEMPLOYMENT REGISTER BY NUMBER
OF DAYS CONTINUOUSLY ON THE REGISTER, SEX AND PROVINCE, AS OF
FEBRUARY 28, 1950**

Province and Sex	TOTAL	6 days and under	7-12 days	13-24 days	25-48 days	49-72 days	73 days and over
Newfoundland.....	455	110	26	58	166	53	42
Male.....	437	102	26	55	163	53	38
Female.....	18	8		3	3		4
(Male).....	(13,266)	(4,132)	(532)	(827)	(2,260)	(2,815)	(2,700)
(Female).....	(343)	(86)	(25)	(24)	(91)	(49)	(68)
Prince Edward Island.....	1,857	188	116	272	646	386	249
Male.....	1,571	155	92	229	549	357	189
Female.....	286	33	24	43	97	29	60
Nova Scotia.....	17,790	2,699	1,490	3,020	4,983	2,665	2,933
Male.....	15,751	2,368	1,313	2,673	4,419	2,463	2,515
Female.....	2,039	331	177	347	564	202	418
New Brunswick.....	14,234	2,147	1,116	1,811	3,692	2,497	2,971
Male.....	11,919	1,847	968	1,495	3,053	2,144	2,412
Female.....	2,315	300	148	316	639	353	559
Quebec.....	97,754	15,415	8,988	14,345	23,321	16,466	19,219
Male.....	79,947	12,503	7,278	11,731	19,517	14,194	14,724
Female.....	17,807	2,912	1,710	2,614	3,804	2,272	4,495
Ontario.....	79,466	15,379	7,555	11,882	20,288	11,149	13,233
Male.....	62,096	12,165	5,664	9,426	16,154	9,164	9,523
Female.....	17,370	3,214	1,891	2,456	4,114	1,985	3,710
Manitoba.....	16,941	3,224	1,272	2,359	4,645	2,557	2,884
Male.....	12,557	2,352	940	1,733	3,340	2,067	2,125
Female.....	4,384	872	332	626	1,305	490	759
Saskatchewan.....	10,493	1,184	623	1,429	3,510	2,092	1,655
Male.....	8,555	945	496	1,128	2,837	1,699	1,289
Female.....	1,938	239	127	301	673	212	366
Alberta.....	15,061	4,539	1,038	2,176	3,897	1,930	1,481
Male.....	12,621	4,122	809	1,760	3,107	1,699	1,124
Female.....	2,440	417	229	416	790	231	357
British Columbia.....	49,972	7,535	5,173	7,459	14,474	7,416	7,915
Male.....	41,069	6,417	4,429	6,202	11,851	5,868	6,302
Female.....	8,903	1,118	744	1,257	2,623	1,548	1,613
TOTAL.....	304,023	52,420	27,397	44,811	79,602	47,211	52,582
MALE.....	246,523	42,076	22,015	36,432	64,990	39,889	40,221
FEMALE.....	57,500	9,444	5,382	8,379	14,612	7,322	12,361

TABLE E-3.—CLAIMS FOR BENEFIT, FEBRUARY, 1942, TO FEBRUARY, 1950

	1942	1943	1944	1945	1946	1947	1948 (¹)	1949 (¹)	1950 (¹)
January.....		4,637	11,751	20,412	71,932	63,681	109,311	140,305	196,624
February.....	663	4,822	12,284	14,990	59,098	47,141	88,016	108,759	125,511
March.....	4,124	5,046	10,667	13,307	50,706	43,675	76,248	103,402	
April.....	2,925	3,953	6,463	8,430	35,781	35,859	59,265	68,979	
May.....	2,799	2,027	4,654	8,825	34,777	27,603	42,257	63,692	
June.....	4,629	1,772	3,226	10,857	30,646	21,365	39,644	53,114	
July.....	2,668	1,087	3,106	10,886	27,576	20,034	38,790	49,586	
August.....	1,855	1,370	3,241	20,557	25,115	17,281	32,182	57,750	
September.....	1,118	1,013	3,715	40,473	28,555	25,847	33,036	59,080	
October.....	1,058	1,475	6,222	36,717	34,891	34,743	43,620	77,091	
November.....	1,748	2,896	11,798	53,325	37,111	47,372	73,119	124,889	
December.....	3,337	6,562	13,770	57,612	52,479	79,849	114,506	150,840	
Total.....	26,924	36,660	90,897	296,391	488,667	464,450	749,994	1,057,127	322,135

(¹) Revised claims included. See Table E-4 for analysis of claims filed at local offices.

TABLE E-4.—CLAIMS FOR BENEFIT BY PROVINCES, FEBRUARY, 1950

Province	Claims filed at Local Offices				Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Revised	Entitled to Benefit	Not Entitled to Benefit	Referred to Appeal	Pending
Newfoundland.....	211 (6,451)	169 (5,799)	19 (161)	23 (491)	262 (5,384)	118 (1,663)	3 (8)	84 (3,691)
Prince Edward Island.....	682	471	108	103	656	128	2	123
Nova Scotia.....	7,055	4,497	1,625	933	6,956	1,271	47	1,551
New Brunswick.....	4,891	2,999	1,208	684	4,501	972	13	1,144
Quebec.....	37,129	24,599	7,890	4,640	33,807	7,375	236	9,424
Ontario.....	37,436	23,954	8,790	4,692	33,142	8,199	448	9,411
Manitoba.....	7,311	4,754	1,574	983	5,714	1,464	120	1,755
Saskatchewan.....	3,880	2,625	567	688	3,644	960	38	722
Alberta.....	6,598	4,531	1,198	869	6,388	1,392	63	1,787
British Columbia.....	20,318	14,001	3,703	2,614	26,808	3,788	127	4,633
Total Canada, February, 1950	125,511	82,600	26,682	16,229	121,878	24,757 ⁽¹⁾	1,097	30,634
Total Canada, January, 1950	196,624	133,871	48,182	14,571	157,483	31,039 ⁽²⁾	914	55,450
Total Canada, February, 1949	108,759	73,604	19,859	15,296	92,568	20,938 ⁽²⁾	1,338	26,245

(1) In addition, there were 1,585 special requests not granted.

(2) In addition, there were 1,108 special requests not granted.

(3) In addition, there were 1,234 special requests not granted.

N.B.—Figures in parenthesis are for unemployment assistance in Newfoundland. These are not included in the totals.

TABLE E-5.—CLAIMANTS NOT ENTITLED TO BENEFIT

Chief Reasons for Non-Entitlement	Month of February 1949	Month of February 1950	Cumulative Total for Current Fiscal Year
Insufficient contributions while in insurable employment.....	11,133	14,566	90,440
Not unemployed.....	463	2,959	11,953
Not capable of and not available for work.....	712	905	9,122
Loss of work due to a labour dispute.....	56	277	2,387
Refused offer of work and neglected opportunity to work.....	862	669	12,379
Discharged for misconduct.....	1,049	928	7,961
Voluntarily left employment without just cause.....	4,588	3,707	39,869
Other reasons ⁽¹⁾	2,075	1,756	16,083
Total.....	20,938	25,767	190,194

(1) These include: Claims not made in prescribed manner; failure to carry out written directions; claimants being in class "O" contributions; claimants being inmates of prisons, etc.

TABLE E-6.—NUMBER OF PERSONS RECEIVING BENEFIT DURING WEEK FEBRUARY 25 TO MARCH 3, INCLUSIVE, AND NUMBER COMMENCING BENEFIT, NUMBER OF DAYS BENEFIT PAID AND AMOUNT OF BENEFIT PAID DURING MONTH OF FEBRUARY, 1950

Province	Number Receiving Benefit During Week February 25 to March 3, inclusive	Number Commencing Benefit During Month	Number of Days Benefit Paid	Amount of Benefit Paid (in dollars)
Newfoundland.....	316 (11,715)	193 (4,000)	5,885 (215,213)	16,149 (552,732)
Prince Edward Island.....	1,711	714	38,482	85,958
Nova Scotia.....	12,290	6,568	301,428	733,557
New Brunswick.....	8,824	4,192	236,530	563,725
Quebec.....	76,789	31,751	1,820,921	4,386,129
Ontario.....	59,922	28,996	1,353,717	3,338,234
Manitoba.....	13,424	5,949	289,011	677,329
Saskatchewan.....	8,806	3,973	211,444	504,087
Alberta.....	10,184	6,300	249,120	619,258
British Columbia.....	40,093	24,109	1,048,799	2,680,904
Total, Canada, February, 1950.....	232,359	112,745	5,585,337	13,605,340
Total, Canada, January, 1950.....	132,619	4,925,381		11,781,142
Total, Canada, February, 1949.....		83,110	3,734,467	8,158,903

TABLE E-7.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941, TO FEBRUARY 28, 1950

Fiscal Year Ended March 31	RECEIPTS							DISBURSEMENTS		Balance in Fund
	CONTRIBUTIONS (Gross less refunds)							Total Revenue	Benefit Payments	
	Stamps	Meter	Bulk	Total Employer and Employee	Government	Fines	Interest on Investments and Profit on sale of Securities			
1942.....	\$ 22,436,001.56	7,209,058.48	6,790,549.01	\$ 36,435,609.05	\$ 7,287,121.81	\$	\$ 209,268.74	\$ 43,991,999.60	\$ 27,752.92	\$ 43,964,246.98
1943.....	30,408,651.15	13,645,258.63	13,380,741.65	57,434,651.43	11,487,057.90	638.11	1,840,448.56	70,762,796.00	716,012.75	114,011,029.93
1944.....	31,565,232.54	13,205,897.37	16,949,655.09	61,720,785.00	12,344,421.74	1,323.67	3,972,047.14	78,038,577.55	1,721,666.29	190,327,941.19
1945.....	32,784,177.12	11,926,369.85	19,018,308.47	63,728,855.44	12,746,179.30	2,041.02	6,195,926.42	82,673,002.18	4,466,483.51	208,034,459.86
1946.....	34,964,786.96	10,816,365.63	16,785,437.07	62,566,589.66	12,513,778.66	2,303.66	6,116,708.84	81,199,440.82	31,993,240.34	317,240,660.34
1947.....	41,042,425.28	11,500,028.37	23,472,577.26	76,015,030.91	15,203,457.58	3,820.43	7,529,985.56	98,752,294.48	43,114,329.18	372,878,625.64
1948.....	38,768,926.38	11,508,638.62	33,593,269.47	83,870,834.47	16,366,400.70	5,322.60	9,500,776.12	109,893,333.89	34,947,020.32	447,734,939.21
1949.....	46,686,689.27	14,363,308.41	37,531,502.30	98,581,559.98	20,924,013.71	8,359.08	12,113,317.56	131,627,250.33	49,826,752.16	529,535,437.38
April.....	4,659,575.10	1,397,731.77	2,729,335.56	8,786,642.43	959,568.37	1,190.00	1,078,855.51	10,826,256.31	7,944,066.04	532,417,627.65
May.....	3,882,190.78	1,083,371.36	2,911,585.00	7,877,147.14	1,574,182.43	1,250.00	1,103,618.19	10,556,197.76	5,508,883.01	537,464,962.40
June.....	4,142,564.77	1,172,772.22	3,044,609.46	8,359,946.45	1,671,443.95	1,454.00	1,119,134.83	11,151,979.23	4,109,708.12	544,507,233.51
July.....	4,122,196.18	1,284,065.53	3,226,412.12	8,632,673.83	1,726,653.38	1,157.10	1,137,124.22	11,497,608.53	3,381,091.58	552,623,750.46
August.....	4,208,807.86	1,104,055.98	3,252,116.82	8,564,980.66	1,713,434.31	1,113.55	1,156,157.96	11,435,686.48	3,713,885.12	560,345,551.82
September.....	4,815,552.07	1,215,256.28	3,132,075.17	9,162,883.52	1,814,427.80	1,637.00	1,192,952.86	12,171,901.18	3,669,715.08	568,847,737.92
October.....	4,489,023.31	1,176,699.41	3,207,662.10	8,873,384.82	1,794,089.38	2,021.50	1,265,270.78	11,934,766.48	3,841,811.48	576,940,692.92
November.....	4,576,901.29	1,203,865.64	3,360,446.27	9,141,213.20	1,721,995.05	1,565.00	1,279,433.72	12,144,206.97	5,045,183.99	584,039,715.90
December.....	4,812,352.69	1,194,796.11	3,270,038.26	9,277,187.06	1,962,148.98	1,471.00	1,292,933.04	12,533,740.08	7,177,759.74	589,395,696.24
January 1950.....	4,205,601.79	1,149,069.77	3,584,640.19	8,939,311.75	1,787,987.42	1,540.57	1,297,019.58	12,025,859.32	11,779,344.89	589,642,210.67
February.....	4,481,034.22	1,187,866.94	3,040,769.03	8,709,670.19	1,743,028.96	1,524.70	1,294,475.57	11,748,699.42	13,602,452.35	587,788,457.74
Sub Total.....	48,395,800.06	13,169,551.01	34,759,689.98	96,325,041.05	18,468,960.03	15,924.42	13,216,976.26	128,026,901.76	69,773,881.40	578,788,457.74
GRAND TOTAL.....	327,052,690.32	107,344,476.37	202,281,790.30	636,678,956.99	127,341,391.43	39,732.99	60,815,515.20	824,875,596.61	237,087,138.87	587,788,457.74

CONTRIBUTIONS FOR ARMED SERVICE (included in "Bulk" column)
 To March 31, 1949..... \$42,962,104.41
 April 1, 1949, to date..... 4,537,966.05
Total..... \$47,500,070.46

F—Prices

TABLE F-1.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA

Prices as at the beginning of each Month
(Calculated by the Dominion Bureau of Statistics)

	Percent- age Increase since August 1, 1939	On base of average prices in 1935-39 as 100*							Retail Prices Index (Com- modities only)†
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnish- ings and Services	Miscel- laneous	
1914.....		79.7	92.2	72.1	75.1	88.3		69.6	
1915.....		80.7	93.7	69.8	73.8	96.4		70.0	
1916.....		87.0	103.9	70.6	75.4	109.8		74.1	
1917.....		102.4	134.3	75.8	83.8	129.1		80.7	
1918.....		115.6	154.2	80.0	92.6	151.0		90.3	
1919.....		126.5	164.8	87.3	100.7	173.6		100.0	
1920.....		145.4	189.5	100.1	120.2	211.9		109.3	
1921.....		129.9	145.5	109.4	128.1	172.0		111.4	
1922.....		120.4	123.3	114.0	122.7	145.7		111.4	
1923.....		120.7	124.1	116.9	122.5	143.8		110.7	
1924.....		118.8	121.6	117.4	118.9	140.8		108.6	
1925.....		119.8	127.2	117.4	116.8	140.3		106.5	
1926.....		121.8	133.3	115.9	116.8	139.1		106.1	
1927.....		119.9	130.8	114.5	114.4	135.6		105.1	
1928.....		120.5	131.5	117.3	113.2	135.5		104.8	
1929.....		121.7	134.7	119.7	112.6	134.8		105.0	
1930.....		120.8	131.5	122.7	111.8	130.6		105.4	
1931.....		109.1	103.1	119.4	110.0	114.3		103.3	
1932.....		99.0	85.7	109.7	106.8	100.6		100.4	
1933.....		94.4	84.9	98.6	102.5	93.3		98.2	
1934.....		95.6	92.7	93.1	102.1	97.1		97.8	
1935.....		96.2	94.6	94.0	100.9	97.6	95.4	98.7	95.9
1936.....		98.1	97.8	96.1	101.5	99.3	97.2	99.1	98.1
1937.....		101.2	103.2	99.7	98.9	101.4	101.5	100.1	102.0
1938.....		102.2	103.8	103.1	97.7	100.9	102.4	101.2	102.8
1939.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
1940.....	4.8	105.6	105.6	106.3	107.1	109.2	107.2	102.3	106.6
1941.....	10.8	111.7	116.1	109.4	110.3	116.1	113.8	105.1	114.9
1942.....	16.1	117.0	127.2	111.3	112.8	120.0	117.9	107.1	122.4
1943.....	17.5	118.4	130.7	111.5	112.9	120.5	118.0	108.0	124.5
1944.....	18.0	118.9	131.3	111.9	110.6	121.5	118.4	108.9	125.2
1945.....	18.6	119.5	133.0	112.1	107.0	122.1	119.0	109.4	126.2
1946.....	22.6	123.6	140.4	112.7	107.4	126.3	124.5	112.6	132.1
1947.....	34.4	135.5	159.5	116.7	115.9	143.9	141.6	117.0	148.8
1948.....	53.8	155.0	195.5	120.7	124.8	174.4	162.6	123.4	177.4
1949.....	69.6	160.8	203.0	123.0	131.1	183.1	167.6	128.8	184.8
1946									
January.....	18.9	119.9	132.8	112.3	107.1	122.6	119.5	110.9	126.3
April.....	19.8	120.8	135.1	112.3	107.2	123.2	120.7	111.0	127.8
July.....	24.1	125.1	144.2	112.6	107.2	126.4	125.1	113.7	134.4
October.....	25.8	126.8	146.5	113.4	107.3	130.2	128.8	113.9	136.9
1947									
January.....	26.0	127.0	145.5	113.4	109.0	131.5	129.8	114.7	136.9
April.....	29.6	130.6	151.6	113.4	109.1	136.9	137.2	116.3	142.3
July.....	34.8	135.9	159.8	117.8	117.3	143.2	142.5	117.2	149.1
October.....	41.1	142.2	171.3	119.9	121.9	154.2	149.9	117.6	158.5
1948									
January.....	47.1	148.3	182.2	119.9	120.4	161.2	158.4	122.6	167.1
April.....	50.4	151.6	186.8	119.9	121.3	172.9	161.9	122.9	172.2
July.....	55.7	156.9	201.3	120.9	124.5	175.4	162.8	123.1	180.4
October.....	58.3	159.6	205.4	121.0	128.8	181.0	165.1	124.4	184.6
1949									
January.....	58.3	159.6	202.2	121.7	130.0	181.9	167.0	126.6	183.5
February.....	58.2	159.5	200.4	121.7	130.8	181.8	167.8	128.1	183.3
March.....	57.9	159.2	199.1	121.7	131.0	182.7	167.9	128.1	182.8
April.....	58.0	159.3	198.5	122.4	131.0	183.2	168.0	128.4	182.6
May.....	58.2	159.5	199.5	122.4	129.1	183.3	168.1	128.4	183.0
June.....	59.2	160.5	202.9	122.4	128.7	183.3	167.7	128.4	184.6
July.....	60.8	162.1	207.2	123.4	129.1	183.3	167.5	128.5	186.8
August.....	61.5	162.8	209.2	123.4	129.5	183.2	167.4	128.6	186.9
September.....	61.0	162.3	207.0	123.9	130.1	183.5	167.4	130.2	186.5
October.....	60.9	162.2	205.0	123.9	134.1	184.1	167.2	130.2	185.7
November.....	60.4	161.7	203.3	123.9	135.1	183.7	167.4	130.2	185.0
December.....	60.2	161.5	201.9	125.0	135.2	183.7	167.1	130.5	185.0
1950									
January.....	59.7	161.0	199.4	125.0	135.6	183.3	167.0	131.6	183.8
February.....	60.3	161.6	201.3	125.0	135.9	183.0	166.4	132.1	184.7
March.....	62.4	163.7	204.0	132.7	136.3	181.4	166.3	132.1	185.8
April.....	62.7	164.0	204.5	132.7	138.0	181.2	166.4	132.3	186.2

* For the period 1914 to 1934 the former series on the bases 1926=100 was converted to the bases 1935-1939=100.
† Commodities in the cost-of-living index excluding rents and services.

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Beef					Veal, front roll (boneless), per lb.	Lamb, leg roast, per lb.	Pork		
	Sirloin steak, per lb.	Round steak, per lb.	Rib, roast, prime, rolled, per lb.	Blade roast, blade removed, per lb.	Stewing, boneless, per lb.			Fresh loins, centre cut, (chops or roast) per lb.	Fresh shoulders, hock-off, per lb.	Bacon, side, fancy, sliced, rind-off, per lb.
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
P.E.I.—										
1—Charlottetown.....	71.5	65.0	^b 57.7	^b 51.0	^b 46.0	.....	.....	57.8	46.3	.....
Nova Scotia—										
2—Halifax.....	76.2	70.6	71.2	^b 52.3	49.5	.....	71.7	60.3	46.4	87.7
3—New Glasgow.....	80.0	73.7	69.0	^b 53.2	51.4	.....	.....	61.7	48.8	82.7
4—Sydney.....	.....	72.4	.....	.....	46.7	.....	.....	59.5	46.5	87.0
5—Truro.....	73.0	69.0	.....	.....	.....	.....	.....	59.0	.....	84.8
New Brunswick—										
6—Fredericton.....	73.4	65.3	63.5	^b 46.3	44.4	55.2	.....	57.8	43.4	83.3
7—Moncton.....	75.6	71.1	72.1	^b 51.5	45.4	.....	71.0	64.5	46.7	83.8
8—Saint John.....	78.3	73.5	67.5	50.8	48.7	53.4	71.4	61.6	44.4	85.1
Quebec—										
9—Chicoutimi.....	85.0	79.0	.....	56.3	.....	.....	.....	58.3	49.0	81.6
10—Hull.....	71.6	69.4	65.1	50.5	45.8	51.7	.....	58.0	43.1	77.6
11—Montreal.....	79.2	76.7	70.6	46.8	46.0	50.5	71.8	54.5	42.9	74.2
12—Quebec.....	79.7	77.6	68.9	45.9	41.6	56.3	70.4	44.8	39.7	74.4
13—St. Hyacinthe.....	69.0	67.7	65.3	49.0	42.1	62.0	.....	56.3	45.4	71.3
14—St. Johns.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	75.7
15—Sherbrooke.....	78.0	72.7	70.3	50.0	46.4	.....	.....	58.6	46.2	80.0
16—Sorel.....	69.0	66.7	64.3	45.0	38.3	.....	.....	65.0	40.7	76.3
17—Thetford Mines.....	71.7	73.3	.....	46.0	.....	.....	.....	.....	39.3	.....
18—Three Rivers.....	83.1	70.6	63.5	47.7	40.6	46.0	.....	55.0	43.5	75.9
Ontario—										
19—Belleville.....	73.3	73.0	69.3	.....	55.0	.....	.....	59.3	38.0	81.5
20—Brantford.....	75.5	72.7	71.5	55.6	51.8	56.8	81.5	62.1	41.5	83.9
21—Brockville.....	73.7	74.2	75.7	^b 54.7	48.6	.....	74.0	64.0	46.6	81.3
22—Chatham.....	77.2	74.5	73.0	^b 54.4	54.0	.....	.....	67.5	47.5	84.9
23—Cornwall.....	77.0	76.6	74.0	55.0	52.2	.....	.....	59.0	44.5	80.3
24—Fort William.....	68.7	64.0	69.2	54.0	50.3	.....	.....	57.8	.....	84.1
25—Galt.....	74.8	72.2	70.6	^b 55.0	50.6	.....	.....	61.4	45.0	81.6
26—Guelph.....	75.4	73.2	74.0	^b 55.7	53.6	54.0	76.4	61.6	38.3	82.7
27—Hamilton.....	77.0	74.5	72.6	56.0	53.1	60.9	81.2	62.8	41.4	79.3
28—Kingston.....	71.0	69.9	68.5	50.4	47.5	.....	74.0	60.2	40.3	80.3
29—Kitchener.....	76.3	75.1	71.4	57.1	54.0	58.8	79.8	63.5	43.0	82.4
30—London.....	76.4	75.0	70.1	55.1	53.1	.....	77.7	63.3	42.3	84.1
31—Niagara Falls.....	78.9	76.9	74.8	56.0	52.3	.....	86.3	61.5	41.8	82.1
32—North Bay.....	73.0	72.4	68.0	53.7	51.3	.....	.....	65.0	42.0	83.0
33—Oshawa.....	74.3	73.3	71.5	56.7	50.6	.....	.....	60.4	40.5	79.1

COAL AND RENTALS BY CITIES, MARCH, 1950

Locality	Lard, pure, per lb. package	Shortening, per lb. package	Eggs, grade "A", large, per dozen	Milk, per quart	Butter, creamery, prints per lb.	Cheese, plain, mild, per $\frac{1}{2}$ lb. package	Bread, plain, white, wrapped, per lb.	Flour, all-purpose, per lb.	Rolled oats, package, per lb.	Corn flakes 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
P.E.I.—			e							
1—Charlottetown.....	19-8	29-8	45-7	16-0	64-9	33-3	10-7	7-7	10-3	16-2
Nova Scotia—										
2—Halifax.....	23-2	30-3	52-5	19-0	67-3	30-7	11-2	7-8	11-9	15-7
3—New Glasgow.....	23-0	30-0	51-4	19-0	68-6	31-6	12-0	7-6	11-6	16-4
4—Sydney.....	19-5	28-7	53-7	20-0	67-3	30-8	12-0	7-7	12-1	16-5
5—Truro.....	22-6	29-9	52-9	18-0	68-9	31-7	12-0	7-8	12-0	15-5
New Brunswick—										
6—Fredericton.....	22-4	30-7	53-3	17-0	68-7	31-6	11-3	7-9	11-6	15-3
7—Moncton.....	22-6	30-7	51-6	17-0	68-2	30-6	11-3	8-0	12-3	15-8
8—Saint John.....	22-7	30-6	53-1	18-0	69-0	31-2	11-3	7-8	11-1	15-0
Quebec—										
9—Chicoutimi.....	22-4	32-3	47-4	17-0	64-1	31-8	11-2	8-0	.....	17-0
10—Hull.....	18-0	29-7	49-4	18-0	64-6	29-8	10-0	7-0	10-8	14-3
11—Montreal.....	19-5	29-9	50-6	17-5	64-4	29-0	10-0	7-2	10-8	14-8
12—Quebec.....	18-3	29-8	49-4	17-0	64-3	30-0	9-5	7-1	11-3	15-4
13—St. Hyacinthe.....	20-8	30-2	48-5	16-0	64-7	28-9	10-0	7-2	10-9	15-0
14—St. Johns.....	19-8	30-9	51-3	16-0	65-0	30-5	8-7	7-5	11-4	15-0
15—Sherbrooke.....	22-7	29-4	52-8	17-0	64-4	30-7	10-2	7-6	11-1	15-4
16—Sorel.....	18-5	29-0	44-9	16-0	64-4	29-7	9-3	7-6	11-1	15-0
17—Thetford Mines.....	25-0	30-1	45-2	16-0	64-3	29-6	9-3	7-8	11-5	16-0
18—Three Rivers.....	19-6	29-5	51-4	17-0	61-8	29-4	8-7	7-1	11-1	15-0
Ontario—			f							
19—Belleville.....	21-2	30-1	45-2	18-0	65-9	29-6	10-0	7-6	11-0	14-8
20—Brantford.....	18-3	29-9	46-4	18-0	65-0	27-9	10-0	7-2	10-9	14-7
21—Brockville.....	21-0	30-8	47-3	18-0	65-1	28-7	10-0	7-3	11-4	14-5
22—Chatham.....	19-3	31-4	45-0	18-0	66-7	29-0	10-0	7-4	11-3	14-6
23—Cornwall.....	20-7	30-1	46-9	18-0	65-9	29-6	8-7	7-1	11-0	14-6
24—Fort William.....	19-7	29-0	51-4	20-0	64-2	30-5	10-7	7-2	10-3	15-1
25—Galt.....	18-4	30-2	44-9	18-0	65-7	28-6	10-0	7-4	10-6	14-6
26—Guelph.....	19-2	30-0	46-3	18-0	65-3	28-1	10-0	7-2	10-9	14-9
27—Hamilton.....	19-0	29-9	48-1	19-0	66-2	28-5	10-0	7-2	10-9	14-7
28—Kingston.....	19-5	30-2	47-5	18-0	64-8	28-9	9-3	7-1	11-0	14-6
29—Kitchener.....	19-7	30-2	45-4	18-0	65-7	28-6	10-0	7-5	10-8	14-7
30—London.....	20-1	30-4	45-0	18-0	65-5	29-1	10-0	7-0	10-9	14-4
31—Niagara Falls.....	19-6	30-1	47-9	19-0	66-8	29-3	10-0	7-1	10-6	14-6
32—North Bay.....	23-0	31-7	51-8	18-0	67-6	29-6	10-7	7-9	12-0	15-7
33—Oshawa.....	19-2	29-5	45-9	18-0	65-5	28-6	10-0	7-5	10-8	14-6

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Beef					Veal, front roll (boneless), per lb.	Lamb, leg roast, per lb.	Pork		Bacon, side, fancy, sliced, rind-off, per lb.
	Sirloin steak per lb.	Round steak per lb.	Rib roast, prime, rolled, per lb.	Blade roast, blade removed, per lb.	Stewing, boneless, per lb.			Fresh loins, centre cut, (chops or roast) per lb.	Fresh shoulders, hock-off, per lb.	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	76.7	74.9	73.9	56.6	51.4	50.4	76.2	58.2	45.6	78.0
35—Owen Sound.....	73.0	70.2	69.6	54.0	46.5	.....	.....	61.6	40.8 ^c	84.5
36—Peterborough.....	76.3	72.2	71.6	54.9	53.5	55.0	80.6	62.7	41.3	82.4
37—Port Arthur.....	69.7	67.1	68.0	51.0	52.9	.....	.....	56.1	44.0	79.9
38—St. Catharines.....	75.7	72.0	70.0	52.3	51.3	.....	.....	62.3	.....	80.2
39—St. Thomas.....	74.1	72.6	70.0	55.0	50.6	.....	.....	65.0	39.7	80.5
40—Sarnia.....	74.5	72.8	69.4	55.0	51.6	.....	74.7	62.2	42.7	82.3
41—Sault Ste. Marie.....	70.5	70.6	66.7	51.8	55.0	.....	.....	63.3	45.5	78.2
42—Stratford.....	73.3	72.5	70.3	52.7	50.0	.....	.....	56.7	39.0	83.4
43—Sudbury.....	73.2	72.1	69.8	52.1	53.3	56.7	.....	60.1	48.3	82.5
44—Timmins.....	75.2	72.9	68.5	53.6	51.3	59.7	.....	59.3	44.9	82.4
45—Toronto.....	80.3	75.0	76.8	57.5	52.1	60.9	76.7	63.0	39.4	81.7
46—Welland.....	76.7	73.3	69.4	53.3 ^b	50.4	59.0	.....	61.6	43.5	81.5
47—Windsor.....	74.4	71.0	68.5	51.3 ^b	54.1	56.7	74.7	60.1	38.7	84.0
48—Woodstock.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	82.9
Manitoba—										
49—Brandon.....	75.0	70.0	.....	.....	50.0	.....	.....	62.3	45.0	85.1
50—Winnipeg.....	69.2	65.2	71.9	52.9	48.5	53.8	72.7	55.0	43.4	79.7
Saskatchewan—										
51—Moose Jaw.....	69.5	64.4	66.3 ^b	50.8	50.2	56.7	70.7	59.0	42.7	84.2
52—Prince Albert.....	65.0	62.2	62.3 ^b	46.6	47.2	58.0	66.3	57.7	41.0	78.9
53—Regina.....	71.2	67.5	68.7 ^b	51.0 ^b	50.0	59.2	74.0	60.1	45.5 ^d	88.3
54—Saskatoon.....	65.8	62.9	61.7 ^b	49.4 ^b	49.8	66.7	.....	58.3	45.4	85.6
Alberta—										
55—Calgary.....	71.9	69.1	72.8	56.9	49.7	61.5	77.8	58.0	47.4	86.2
56—Drumheller.....	70.0	67.5	67.0	51.3 ^b	47.7	.....	.....	59.5	46.3	87.7
57—Edmonton.....	68.0	62.6	64.6	46.5	46.1	57.1	66.7	56.2	41.2	87.3
58—Lethbridge.....	74.0	68.0	71.3	51.7	49.3	57.3	74.7	57.0	43.3	89.5
British Columbia—										
59—Nanaimo.....	83.0	76.5	80.5	58.3	56.3	.....	83.5	66.0	53.3	89.0
60—New Westminster.....	75.0	68.6	68.4	56.0	53.6	57.7	76.3	63.9	51.5	93.7
61—Prince Rupert.....	87.7	78.7	87.3	51.7	52.3	.....	90.0	67.0	56.7	93.0
62—Trail.....	78.0	76.0	75.0	54.5	55.0	.....	79.0	65.2	52.7	96.8
63—Vancouver.....	79.7	73.1	80.1	63.1	58.1	68.0	81.3	66.9	51.7	95.7
64—Victoria.....	80.0	73.4	75.5	56.5	59.4	66.7	82.9	67.2	49.5	88.0

COAL AND RENTALS BY CITIES, MARCH, 1950

Locality	Lard, pure, per lb. package	Shortening, per lb. package	Eggs, grade "A" large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, plain, mild, per 1/4 lb. package	Bread, plain, white, wrapped, per lb.	Flour, all-purpose, per lb.	Rolled oats, package, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	19.0	30.2	49.7	18.0	66.0	29.5	10.0	7.3	11.1	14.7
35—Owen Sound.....	20.4	30.6	43.3	18.0	65.6	28.5	10.0	7.4	11.4	15.0
36—Peterborough.....	19.5	29.1	45.3	18.0	65.0	28.7	10.0	7.3	10.7	13.8
37—Port Arthur.....	20.1	29.4	51.6	20.0	64.4	29.8	10.7	7.0	10.6	15.5
38—St. Catharines.....	19.5	29.1	48.5	19.0	66.1	27.5	10.0	7.0	10.6	14.2
39—St. Thomas.....	19.9	29.9	46.1	18.0	66.4	29.4	10.0	7.5	11.1	14.9
40—Sarnia.....	19.9	31.3	46.0	18.0	66.9	30.0	10.0	7.7	11.3	14.8
41—Sault Ste. Marie.....	22.8	30.3	51.1	20.0	65.4	29.7	10.7	7.5	10.6	14.8
42—Stratford.....	19.9	31.3	44.6	18.0	64.6	29.2	10.0	7.1	11.0	15.0
43—Sudbury.....	19.7	30.3	51.2	20.0	66.8	29.3	10.7	8.0	11.6	15.3
44—Timmins.....	21.9	30.4	49.4	20.0	65.3	29.5	11.3	7.6	10.9	15.2
45—Toronto.....	20.1	29.8	47.6	19.0	65.6	27.8	10.0	7.2	10.7	14.1
46—Welland.....	19.8	30.2	47.6	19.0	65.8	28.4	10.0	6.9	10.4	14.3
47—Windsor.....	19.6	30.4	47.6	19.0	66.0	29.4	10.0	7.4	11.6	15.0
48—Woodstock.....	19.3	30.3	44.0	18.0	65.7	29.5	10.0	6.7	10.9	14.7
Manitoba—										
49—Brandon.....	21.3	31.8	45.7	16.0	63.6	30.7	10.7	7.4	10.8	15.7
50—Winnipeg.....	20.6	30.0	48.6	17.0	63.7	29.9	12.0	7.0	10.1	14.9
Saskatchewan—										
51—Moose Jaw.....	19.7	32.1	46.3	18.0	62.5	29.5	11.2	7.1	9.9	15.2
52—Prince Albert.....	21.6	32.4	49.0	17.0	63.9	29.4	9.6	7.3	10.3	14.8
53—Regina.....	21.3	33.4	45.4	18.0	62.3	30.2	11.2	7.2	10.5	15.1
54—Saskatoon.....	20.8	33.3	47.0	18.0	63.0	29.1	10.4	7.0	10.2	14.6
Alberta—										
55—Calgary.....	20.7	33.4	50.2	19.0	63.9	29.3	11.2	7.2	10.3	15.0
56—Drumheller.....	23.4	34.0	51.0	20.0	65.7	30.7	11.2	7.7	11.4	15.8
57—Edmonton.....	21.8	32.9	45.1 ^e	18.0	63.7	30.1	10.4	7.1	10.3	14.6
58—Lethbridge.....	21.3	32.9	50.6	18.0	63.9	29.7	11.2	7.4	10.8	14.9
British Columbia—										
59—Nanaimo.....	24.1	30.7	55.0	19.0	66.7	31.6	13.9	7.2	10.9	14.8
60—New Westminster.....	23.0	28.3	51.9	19.0	65.2	29.0	12.8	7.2	10.6	14.7
61—Prince Rupert.....	25.2	31.7	57.6	25.0	67.2	33.3	14.0	7.9	11.5	15.7
62—Trail.....	24.6	34.3	57.5	20.0	65.9	30.7	13.0	7.5	10.7	15.4
63—Vancouver.....	23.5	28.9	51.6 ^e	17.0	64.9	29.6	12.8	7.3	10.5	14.8
64—Victoria.....	24.1	29.2	56.1	19.0	65.5	30.0	12.8	7.6	10.8	14.9

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Canned Vegetables			Beans, common, dry white, per lb.	Onions, cooking, per lb.	Potatoes, no. 1 table, per 10 lbs.	Prunes, bulk, or in bag, per lb.	Raisins, Australian, seedless, bulk, or in bag, per lb.	Oranges, California, per dozen	Lemons, 300's, per $\frac{1}{2}$ dozen	Jam, strawberry, with pectin, per 32 oz. jar
	Tomatoes, choice 2 $\frac{1}{2}$ s (28 oz.) per tin	Peas, choice, per 15 oz. tin	Corn cream, choice, per 15 oz. tin								
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
P.E.I.—											
1—Charlottetown.....	21-2	.....	15-1	11-5	9-8	21-7	22-0	19-8	51-6	34-0	49-3
Nova Scotia—											
2—Halifax.....	22-3	17-7	16-6	11-6	8-3	25-7	23-6	17-9	44-7	25-3	48-1
3—New Glasgow.....	23-6	13-5	10-6	10-6	9-1	27-9	26-0	23-5	45-0	26-3	48-6
4—Sydney.....	20-3	16-0	16-7	10-6	8-7	28-9	25-9	18-3	46-5	28-7	47-9
5—Truro.....	18-6	.....	15-0	11-0	9-2	24-0	24-1	18-3	46-8	28-4	49-0
New Brunswick—											
6—Fredericton.....	20-2	17-4	.....	11-8	8-7	25-4	22-5	19-3	42-9	26-6	47-8
7—Moncton.....	19-1	17-6	15-0	10-9	9-4	25-3	25-6	17-7	48-3	28-3	49-3
8—Saint John.....	18-3	16-0	15-3	11-5	8-6	21-4	23-9	19-0	46-5	24-4	48-0
Quebec—											
9—Chicoutimi.....	17-3	15-7	13-1 ^g	11-7	10-3	31-3	.....	23-6	49-2	27-0	.....
10—Hull.....	16-3	16-1	.....	10-5	9-4	30-1	24-0	18-8	41-7	22-1	47-0
11—Montreal.....	14-4	12-5 ^g	14-1 ^g	11-5	8-4	26-7	22-5	18-3	42-0	21-8	47-3
12—Quebec.....	14-9	16-5	14-9	10-9	8-5	24-0	22-3	19-4	44-7	22-1	49-0
13—St. Hyacinthe.....	14-5	16-7	16-5	10-3	8-5	26-4	22-7	17-7	42-6	23-6	47-6
14—St. John's.....	14-9	.....	.....	11-4	8-2	26-8	23-1	19-1	45-3	22-2	45-4
15—Sherbrooke.....	14-7	14-5	.....	10-6	8-9	26-3	25-3	18-5	45-9	25-5	49-1
16—Sorel.....	15-5	.....	16-7	11-4	9-3	28-4	20-0	17-7	42-3	23-3	44-3
17—Thetford Mines.....	15-7	.....	.....	11-0	9-3	26-5	24-0	19-3	42-0	28-0	48-0
18—Three Rivers.....	15-2	15-7	.....	10-1	8-7	27-3	20-3	19-6	43-5	23-0	46-9
Ontario—											
19—Belleville.....	17-5	13-5	.....	12-8	8-5	31-3	.....	19-0	43-5	24-3	46-4
20—Brantford.....	18-8	16-3	14-8	11-0	8-2	28-6	23-0	18-1	44-1	25-7	45-9
21—Brockville.....	18-2	18-3	14-9	12-0	9-7	30-9	24-7	17-9	40-8	25-7	46-7
22—Chatham.....	18-4	15-6	14-1	10-5	7-8	27-9	23-0	19-0	39-9	22-3	47-0
23—Cornwall.....	19-0	.....	14-8	11-4	8-7	30-7	22-5	21-4	43-8	22-7	46-0
24—Fort William.....	17-6	17-5	15-3	11-8	7-9	38-9	22-1	23-0 ^j	43-2	28-3	48-1
25—Galt.....	16-4	18-2	13-7	10-8	8-7	30-0	23-7	18-5	41-7	25-0	45-4
26—Guelph.....	17-6	15-9	14-0	11-4	7-9	31-1	22-7	18-1	43-8	24-9	44-7
27—Hamilton.....	17-6	18-0 ^h	14-8 ^s	12-8	8-5	30-6	24-3 ⁿ	18-5	44-7	25-1	45-1
28—Kingston.....	16-0	14-7	15-1	12-4	8-4	30-0	22-7	17-9	42-0	22-4	47-5
29—Kitchener.....	17-9	16-9	14-5	10-9	8-1	31-0	23-6	18-3	41-1	26-5	45-1
30—London.....	18-3	17-3	15-5	10-9	8-5	30-5	22-7	17-4	44-1	26-6	44-8
31—Niagara Falls.....	16-7	16-7	15-5	11-8	8-4	31-2	22-7	19-0	45-0	24-7	47-7
32—North Bay.....	18-4	.....	.....	10-7	8-4	32-7	.....	.....	41-7	24-0	48-0
33—Oshawa.....	15-8	17-1	14-4	11-3	7-7	27-5	20-7	18-4	45-9	22-8	46-6

COAL AND RENTALS BY CITIES, MARCH, 1950

Locality	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, in bags, per lb.	Tea, black, medium, per ½ lb. package	Coal		Rent (a)
				Granulated, bulk or in bag, per lb.	Yellow, branded pkg., per lb.			Anthracite per ton	Bituminous per ton	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$
P.E.I.—										
1—Charlottetown.....	29.0	36.3	34.4	10.1	9.7	89.8	50.2	.....	15.50	.....
Nova Scotia—										
2—Halifax.....	28.8	38.6	31.5	9.8	10.5	93.6	50.1	.....	16.75	30.50-34.50
3—New Glasgow.....	29.2	47.3	33.1	10.3	10.5	93.2	50.1	.....	.....	.....
4—Sydney.....	28.8	43.5	31.3	10.5	10.7	92.0	50.3	.....	11.85	22.00-26.00
5—Truro.....	29.4	37.8	32.8	10.1	10.5	93.0	50.1	.....	15.65	.....
New Brunswick—										
6—Fredericton.....	.....	40.6	32.8	10.2	10.0	.....	50.0	.....	16.75	22.00-26.00
7—Moncton.....	27.7	38.8	32.0	10.7	10.6	92.9	49.9	.....	16.30	.....
8—Saint John.....	27.6	37.5	31.0	10.1	10.1	89.0	50.5	.....	17.25	23.00-27.00
Quebec—										
9—Chicoutimi.....	32.0	41.7	35.0	10.8	10.4	102.0	53.8	25.00	.....	.....
10—Hull.....	25.9	37.4	28.4	9.9	9.8	88.0	52.0	24.25	.....	.....
11—Montreal.....	27.3	38.3	28.5	9.7	10.3	92.2	52.9	25.25	.....	28.00-32.00
12—Quebec.....	27.3	41.3	29.7	9.9	9.9	91.9	53.4	23.00	.....	31.50-35.50
13—St. Hyacinthe.....	28.5	37.9	28.3	9.7	9.5	90.8	52.8	24.75	.....	.....
14—St. Johns.....	28.0	38.0	29.8	9.6	9.3	97.0	53.2	23.00	.....	.....
15—Sherbrooke.....	27.9	38.5	29.7	9.7	9.8	94.9	53.4	24.50	.....	24.00-28.00
16—Sorel.....	27.1	39.0	30.3	9.7	9.4	86.0	52.2	23.75	.....	.....
17—Thetford Mines.....	27.8	38.5	31.6	9.9	9.7	91.0	52.6	25.50	.....	.....
18—Three Rivers.....	26.3	38.5	28.6	9.9	9.8	94.2	53.1	24.00	.....	.....
Ontario—										
19—Belleville.....	.....	35.0	29.4	10.3	10.5	93.2	52.6	23.50	.....	.....
20—Brantford.....	25.4	32.8	28.0	10.0	10.3	85.9	52.7	23.50	.....	24.50-28.50
21—Brockville.....	23.3	37.5	28.6	9.9	10.3	91.7	52.9	24.00	.....	.....
22—Chatham.....	26.0	33.6	28.3	10.4	10.9	84.0	53.2	24.00	.....	.....
23—Cornwall.....	26.0	36.8	28.3	9.8	.....	91.7	52.0	25.25	.....	.....
24—Fort William.....	26.2	38.2	30.0	10.8	11.1	83.6	52.1	26.85	.....	30.50-34.50
25—Galt.....	24.6	34.9	28.0	10.5	10.7	89.0	53.2	24.00	.....	.....
26—Guelph.....	26.2	32.1	27.5	10.0	10.3	87.1	52.7	23.60	.....	.....
27—Hamilton.....	25.7	32.2	28.0	10.0	10.7	87.3	53.2	23.00	.....	32.50-36.50
28—Kingston.....	28.0	34.2	28.2	9.8	10.0	81.6	51.1	24.00	.....	36.00-40.00
29—Kitchener.....	25.9	35.2	27.2	10.2	10.4	86.8	53.9	23.50	.....	32.00-36.00
30—London.....	26.6	36.4	28.1	10.6	10.7	91.5	52.6	24.00	.....	30.00-34.00
31—Niagara Falls.....	24.3	35.9	28.1	10.2	11.1	88.4	53.7	23.00	.....	.....
32—North Bay.....	28.3	37.0	30.7	11.0	11.0	98.8	52.5	26.00	.....	.....
33—Oshawa.....	.....	41.0	27.1	10.2	10.1	87.8	53.6	23.75	.....	.....

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Canned Vegetables			Beans, common, dry white, per lb.	Onions, cooking, per lb.	Potatoes, no. 1 table, per 10 lbs.	Prunes, bulk, or in bag, per lb.	Raisins, Australian, seedless, bulk, or in bag, per lb.	Oranges, California, per dozen	Lemons, 300's per 4 dozen	Jam, strawberry, with pectin, per 32 oz. jar
	Tomatoes, choice 2½'s (28 oz.) per tin	Peas, choice, per 15 oz. tin	Corn, cream, choice, per 15 oz. tin								
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	16.5	14.1	15.1	11.5	9.5	30.9	23.5	18.3	45.9	23.3	46.7
35—Owen Sound.....	18.0	17.0	15.5	11.5	7.5	29.3	19.3	18.8	42.9	25.0	46.6
36—Peterborough.....	17.7	17.9 ^s	14.5	12.3	7.7	28.6	24.3	17.9	39.6	20.8	47.6
37—Port Arthur.....	17.2	18.6 ^h	15.3	12.8	7.9	38.7	25.0	25.0	46.8	29.1	48.2
38—St. Catharines.....	17.6	16.2	14.1	11.8	8.2	30.0	24.3	18.0	43.8	23.3	46.0
39—St. Thomas.....	18.6	17.5	15.5	10.3	7.8	26.9	24.0	17.7	45.6	26.3	46.7
40—Sarnia.....	19.0	17.3	16.4	12.7	7.9	28.3	.....	18.4	43.5	27.2	44.7
41—Sault Ste. Marie.....	18.3	18.2	.....	11.1	8.2	33.4	24.0 ^p	18.8	46.5	27.9	47.5
42—Stratford.....	19.4	16.7	15.1	11.8	8.1	28.9	22.0	17.5	42.6	24.8	46.3
43—Sudbury.....	17.0	16.4	15.9	10.8	8.5	34.5	22.1	19.3	43.8	25.6	49.5
44—Timmins.....	17.2	16.8	15.5	12.5	8.4	35.5	23.7	19.0	44.4	25.0	47.6
45—Toronto.....	16.9	17.8 ^h	14.2	12.9	7.5	32.3	21.5	17.6	41.7	22.2	44.2
46—Welland.....	15.7	14.4	14.9	12.3	7.8 ⁱ	32.0	20.3	17.3	43.8	23.1	45.8
47—Windsor.....	18.2	16.6	15.0	10.7	7.5	28.6	21.8	18.6	44.4	26.0	47.1
48—Woodstock.....	19.3	16.5	14.8	11.2	8.1	27.6	23.0	17.5	43.2	25.6	44.3
Manitoba—											k
49—Brandon.....	19.4	.....	17.2	13.6	9.2	43.0	24.1	19.3	46.8	31.1	62.4
50—Winnipeg.....	18.9	16.2	15.1	13.3	7.5	40.1	22.8	20.2	45.6	29.6	57.6
Saskatchewan—											k
51—Moose Jaw.....	20.7	15.3	17.9	12.8	9.9	46.7	.....	18.7	.....	28.7	59.3
52—Prince Albert.....	21.8	.....	.....	12.3	9.3	47.3	23.1	20.3	45.9	35.3	57.0
53—Regina.....	21.7	17.4	16.5	12.5	9.0	46.3	23.5	19.5	46.5	28.8	59.0
54—Saskatoon.....	21.0	.....	13.5	12.5	9.4	49.7	23.6	19.6	50.7	31.5	57.5
Alberta—											k
55—Calgary.....	21.8	15.1	16.2	12.2	10.0	50.8	22.3	19.2	46.5	32.6	55.5
56—Drumheller.....	24.1	14.4	18.4	13.6	11.3	61.3	.....	21.0	48.9	32.0	60.2
57—Edmonton.....	22.5	16.7	17.4	13.3	9.7	50.5	22.8	19.2	45.3	30.2	57.0
58—Lethbridge.....	23.0	.....	16.4	14.4	9.7	45.5	23.5	20.2	43.5	.....	54.3
British Columbia—										m	k
59—Nanaimo.....	22.0	18.5	16.9	15.1	9.7	48.8	24.5	19.3	42.0	33.5	55.7
60—New Westminster.....	20.3	17.4	15.4	14.4	9.0	45.9	22.0	18.7	36.6	22.6	53.0
61—Prince Rupert.....	23.9	18.5	18.7	15.3	10.2	48.8	24.4	21.7	46.2	30.8	57.8
62—Trail.....	25.1	18.5	18.5	16.5	11.6	47.3	.....	19.4	45.3	34.4	58.5
63—Vancouver.....	19.6	16.1	15.2	13.6	8.9	49.1	22.1	18.6	40.5	24.2	52.9
64—Victoria.....	22.3	17.8	17.2	14.5	9.1	50.3	23.4	18.5	45.3	.....	54.5

COAL AND RENTALS BY CITIES, MARCH, 1950

Locality	Peaches choice per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. int	Sugar		Coffee, medium, in bags, per lb.	Tea, black, medium, per ½ lb. package	Coal		Rent (a)
				Granulated, bulk or in bag, per lb.	Yellow, branded pkg., per lb.			Anthracite, per ton	Bituminous, per ton	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$
34—Ottawa.....	26.7	36.5	28.2	9.9	10.4	87.5	53.5	24.25	.....	37.00-41.00
35—Owen Sound.....	27.7	34.8	28.3	10.8	10.7	91.8	52.8	24.00	.....	.....
36—Peterborough.....	.....	33.8	27.0	9.9	10.0	88.4	54.0	24.25	.....	.....
37—Port Arthur.....	27.2	41.7	29.7	10.5	11.1	85.0	51.0	26.85	.....	25.50-29.50
38—St. Catharines.....	23.2	32.2	26.6	9.8	10.6	87.2	51.6	23.75	.....	32.00-36.00
39—St. Thomas.....	26.2	41.0	29.1	10.6	10.7	90.6	53.5	24.00	.....	.....
40—Sarnia.....	26.4	38.0	28.9	10.4	10.9	91.5	52.4	23.75	.....	.....
41—Sault Ste. Marie.....	27.0	37.6	30.4	10.7	10.4	86.0	52.9	24.00	.....	.....
42—Stratford.....	27.9	36.2	29.2	10.5	10.5	89.2	52.8	23.50	.....	.....
43—Sudbury.....	27.5	37.7	30.6	10.7	11.2	86.3	52.5	24.75	.....	34.00-38.00
44—Timmins.....	25.9	40.4	30.5	10.8	11.4	89.5	52.6	26.50	.....	.....
45—Toronto.....	26.0	34.7	26.9	9.9	10.4	87.8	52.3	22.65	.....	39.50-43.50
46—Welland.....	23.0	32.5	27.7	10.1	10.3	83.1	52.3	22.50	.....	.....
47—Windsor.....	25.2	33.4	28.5	10.3	10.6	87.8	51.9	23.50	.....	31.00-35.00
48—Woodstock.....	26.0	35.7	27.7	10.5	10.8	91.5	53.0	24.00	.....	.....
Manitoba—										
49—Brandon.....	29.6	44.2	32.5	11.7	12.4	91.2	52.2	.....	16.35	.....
50—Winnipeg.....	27.1	38.6	29.6	11.1	12.6	78.6	49.7	.....	17.55	33.00-37.00
Saskatchewan—										
51—Moose Jaw.....	29.0	39.0	34.6	11.5	12.5	83.2	50.6	.....	14.60	.....
52—Prince Albert.....	28.3	45.5	33.4	12.1	12.7	95.4	51.0	.....	14.75	.....
53—Regina.....	28.0	39.8	33.2	11.6	12.5	92.0	51.4	.....	15.40	32.00-36.00
54—Saskatoon.....	27.7	47.7	32.7	11.5	12.6	87.3	50.2	.....	14.90	25.00-29.00
Alberta—										
55—Calgary.....	25.8	37.1	32.8	10.9	11.8	84.8	49.3	.....	12.50	30.50-34.50
56—Drumheller.....	30.2	43.7	35.2	11.8	12.6	87.8	50.0	.....	.....	24.50-28.50
57—Edmonton.....	27.4	38.4	33.1	11.1	12.3	90.7	50.5	.....	8.20	29.00-33.00
58—Lethbridge.....	27.6	39.0	32.2	11.1	12.6	87.3	51.8	.....	8.35	.....
British Columbia—										
59—Nanaimo.....	26.5	34.2	30.4	10.3	11.7	88.7	51.8	.....	.....	.....
60—New Westminster.....	25.6	32.6	29.3	9.6	11.1	83.0	50.1	.....	16.65	23.00-27.00
61—Prince Rupert.....	31.3	38.1	33.1	10.9	12.1	87.4	50.9	.....	18.00	22.00-26.00
62—Trail.....	28.8	39.2	32.6	10.9	12.9	88.8	50.8	.....	16.25	.....
63—Vancouver.....	26.2	32.1	29.9	9.5	10.9	79.8	49.7	.....	17.04	29.00-33.00
64—Victoria.....	28.1	34.4	30.6	9.9	11.0	82.9	49.8	.....	18.25	24.50-28.50

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases with price averages for earlier years. Changes in grading, trade practices, etc., occur from time to time.

(a) Rental ranges shown above are indicative of prevailing rents being paid. They should not be used as a measure of change in rents paid for the same quality of living accommodation over long periods of time. (b) Averages include prices for cuts with bone-in. (c) Hock-on. (d) Mixed-hock-on, hock-off. (e) Mixed-loose & carton. (f) Loose. (g) Estimate. (h) Fancy. (i) California. (k) Pure. (m) 360's. (n) Mixed-package & bulk. (p) Package. (s) Mixed-choice & fancy. (t) Tin.

TABLE F-2.—INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES OF CANADA AT THE BEGINNING OF MARCH, 1950

(Base:—August 1939 = 100)

	Total			Food	Rent	Fuel	Clothing	Home Furnish- ings Services	Miscel- laneous
	Mar. 1, 1949	Feb. 1, 1950	Mar. 1, 1950						
Halifax.....	152.3	153.3	155.0	200.4	116.5	132.6	192.8	155.2	123.0
St. John.....	155.8	157.8	159.5	196.0	121.5	134.8	191.2	159.1	130.6
Montreal.....	162.0	164.2	166.6	210.8	131.8	133.9	173.6	170.8	130.3
Toronto.....	154.6	157.6	160.7	198.2	134.2	153.2	181.3	161.6	130.7
Winnipeg.....	153.8	156.3	158.8	204.2	128.8	121.5	176.1	169.5	125.2
Saskatoon.....	161.6	163.6	164.5	215.0	126.1	140.4	186.9	171.7	122.9
Edmonton.....	154.2	158.1	159.5	211.1	118.9	114.6	187.2	161.1	129.2
Vancouver.....	160.7	163.4	165.2	212.2	122.9	139.8	190.2	160.5	134.2

N.B.—Indexes above measure percentage changes in living costs for each city, but should not be used to compare actual levels of living costs as between cities.

TABLE F-3.—INDEX NUMBERS OF STAPLE FOOD ITEMS

(Base: August 1939=100)

Dominion Average Retail Price Relatives with Dominion Averages of Actual Retail Prices for Latest Month

Commodities*	Per	Dec. 1941	Mar. 1945	Mar. 1946	Mar. 1948	Feb. 1950	Mar. 1950	Price Mar. 1950
Beef, sirloin steak.....	lb.	120.7	153.8	155.2	190.3	255.9	268.9	74.8
Beef, round steak.....	lb.	125.7	166.7	167.9	209.7	285.2	299.5	71.4
Beef, rolled rib roast, prime.....	lb.	125.5	173.5	175.2	215.7	287.8	300.2	70.2
Beef, blade roast, blade removed.....	lb.	132.7	161.0	162.3	214.5	306.7	320.7	52.8
Beef, stewing, boneless.....	lb.	136.7	168.3	169.0	232.1	345.4	359.8	50.1
Veal, front roll, boneless.....	lb.	139.3	174.0	173.4	224.3	324.7	335.8	57.5
Lamb, leg roast.....	lb.	109.9	148.6	152.8	186.6	258.8	267.2	76.3
Pork, fresh loins, centre-cut.....	lb.	125.3	141.9	144.6	196.1	224.4	224.7	60.5
Pork, fresh shoulder, hock-off.....	lb.	127.0	142.3	144.4	212.6	233.5	237.8	44.3
Bacon, side, fancy, sliced, rind-off.....	lb.	132.3	140.9	142.5	216.7	222.5	222.7	82.9
Lard, pure, package.....	lb.	151.3	156.1	160.5	243.9	192.8	188.3	20.9
Shortening, package.....	lb.	134.7	136.8	137.5	218.1	212.5	213.2	30.6
Eggs, grade "A", large.....	doz.	156.4	140.1	144.1	170.2	150.4	158.8	48.9
Milk.....	qt.	111.0	95.4	96.3	158.7	166.1	166.1	18.1
Butter, creamery, prints.....	lb.	140.5	146.2	149.1	263.4	239.9	239.6	65.4
Cheese, plain, mild, $\frac{1}{2}$ lb.....	pkg.	174.6	164.9	166.3	212.5	226.0	223.7	29.8
Bread, plain, white, wrapped.....	lb.	106.5	106.3	106.3	149.2	165.1	165.1	10.5
Flour, all purpose.....	lb.	127.3	124.2	124.2	187.9	221.2	221.2	7.4
Rolled Oats, package.....	lb.	112.0	114.0	114.0	152.0	164.5	166.0	11.0
Corn Flakes, 8 oz.....	pkg.	101.1	100.0	100.0	152.2	163.0	163.0	15.0
Tomatoes, canned, 2 $\frac{1}{2}$ s.....	tin	129.9	137.7	137.7	250.0	180.2	178.3	18.7
Peas, choice, 15 oz.....	tin	117.5	122.5	121.7	151.7	146.6	145.7	16.5
Corn, cream, choice, 15 oz.....	tin	128.3	132.7	132.7	195.6	175.0	172.8	15.5
Beans, dry.....	lb.	129.4	133.3	135.3	302.0	245.0	243.0	12.0
Onions, cooking.....	lb.	108.2	110.2	138.8	208.2	175.4	177.5	8.8
Potatoes, No. 1 table.....	10 lbs.	89.9	140.5	155.5	188.4	153.2	154.5	34.0
Prunes, bulk or in bag.....	lb.	115.8	121.9	134.2	177.2	198.2	200.0	23.1
Raisins, seedless, bulk or in bag.....	lb.	104.0	102.6	121.2	147.0	129.2	129.8	19.1
Oranges, California.....	doz.	132.5	146.8	147.1	127.0	159.7	161.9	44.4
Lemons.....	$\frac{1}{2}$ doz.	111.3	142.5	147.7	133.8	170.5	165.4	26.3
Jam, strawberry, 16 oz.....	jar	111.3	115.1	116.3	160.1	145.5	146.1	24.7
Peaches, 20 oz.....	tin	101.5	103.6	105.1	155.8	140.6	140.6	27.2
Marmalade, orange, 16 oz.....	jar	118.3	129.6	129.6	150.2	140.7	141.4	18.9
Corn syrup, 2 lb.....	tin	138.0	155.3	158.2	194.5	176.9	176.9	30.1
Sugar, granulated, bulk or in bag.....	lb.	132.3	132.3	132.3	149.2	164.8	164.8	10.4
Sugar, yellow, in branded package.....	lb.	131.3	134.9	134.9	154.0	169.8	169.8	10.8
Coffee, medium quality, in bag.....	lb.	141.6	131.1	131.7	179.3	256.4	258.4	89.1
Tea, black, $\frac{1}{2}$ lb.....	pkg.	145.2	131.6	131.6	174.1	177.2	177.2	51.9

* Descriptions and units of sale apply to March, 1950 prices.

TABLE F-5.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA, CALCULATED BY THE DOMINION BUREAU OF STATISTICS

(1928=100)

	1913	1918	1920	1922	1929	1933	1939	1941	1945	1948	1949	Feb. 1949	Dec. 1949	Jan. 1950	Feb. 1950
All commodities.....	64.0	127.4	155.9	97.3	95.6	67.1	75.4	90.0	103.6	153.4	157.0	158.1	156.9	157.1	158.0
Classified According to Chief Component Material—															
I. Vegetable Products.....	58.1	127.9	167.0	86.2	91.6	59.3	63.7	77.0	97.0	135.4	141.1	137.0	142.7	143.4	142.9
II. Animals and Their Products.....	70.9	127.1	145.1	99.0	109.0	59.4	74.6	92.1	107.9	158.7	167.2	158.4	163.0	160.7	163.4
III. Fibres, Textiles and Textile Products.....	58.2	157.1	176.5	101.7	91.3	69.7	70.0	91.0	91.3	137.0	161.0	162.4	159.7	162.9	162.8
IV. Wood, Wood Products and Paper.....	63.9	80.1	154.4	106.3	93.9	62.3	79.2	96.0	120.0	150.2	187.5	151.1	158.6	159.1	190.6
V. Iron and Its Products.....	68.9	156.9	168.4	104.6	93.7	85.4	98.5	111.3	117.1	156.2	172.1	171.0	178.5	174.8	177.2
VI. Non-Ferrous Metals and Their Products.....	98.4	141.9	135.7	97.3	99.2	64.3	71.3	77.7	79.8	140.6	144.0	166.2	139.8	130.7	139.4
VII. Non-Metallic Minerals and Their Products.....	56.8	82.3	112.2	107.0	92.9	84.4	85.3	95.2	102.0	133.5	136.5	138.2	139.2	139.3	139.9
VIII. Chemicals and Allied Products.....	63.4	118.7	141.5	105.4	95.4	81.3	79.8	98.9	99.4	120.1	123.6	128.6	119.4	118.0	117.6
Classified According to Purpose—															
I. Consumers' Goods.....	62.0	102.7	136.1	96.9	94.7	71.1	75.9	91.1	98.1	140.8	143.9	143.4	143.1	142.5	143.7
Foods, Beverages and Tobacco.....	61.8	119.0	150.8	90.2	100.0	63.8	73.9	89.5	103.4	152.3	154.4	152.0	151.9	151.3	152.1
Other Consumers' Goods.....	62.2	91.9	126.3	101.4	91.1	76.0	77.2	92.2	94.6	133.2	136.9	137.7	137.2	136.7	138.1
II. Producers' Goods.....	67.7	133.3	164.8	98.8	96.1	63.1	70.4	83.6	100.7	153.9	159.0	161.0	159.6	160.0	160.9
Producers' Equipment.....	53.1	81.0	168.6	104.1	94.6	86.0	95.4	105.7	119.1	155.7	161.0	163.9	164.0	163.5	163.3
Producers' Materials.....	69.1	130.0	171.0	98.2	96.3	60.5	67.6	81.1	98.7	153.7	158.7	160.7	159.4	159.9	160.6
Building and Construction.....	67.0	100.7	144.0	108.7	99.0	78.3	89.7	107.3	127.3	195.7	201.5	204.3	209.1	201.4	203.5
Manufacturers'.....	69.5	148.1	177.3	93.8	95.9	57.5	63.9	76.6	93.8	146.6	151.5	153.3	152.5	152.5	153.3
Classified According to Degree of Manufacture—															
I. All Raw (or partly manufactured).....	63.8	120.8	154.1	94.7	97.5	56.6	67.5	81.8	105.6	156.2	160.6	161.4	160.3	160.0	161.5
II. All Manufactured (fully or chiefly).....	64.8	127.7	156.5	100.4	93.0	70.2	75.3	88.8	94.0	140.3	142.3	142.1	142.5	142.8	142.8
Canadian Farm Products—															
Field.....	56.4	132.0	106.5	81.4	93.8	45.8	54.2	59.0	110.1	133.0	125.7	135.2	123.9	123.8	123.5
Animal.....	77.0	133.6	160.8	99.0	112.5	59.7	81.5	95.9	123.0	177.6	182.7	178.3	180.7	178.0	181.5
TOTAL.....	64.1	132.6	160.6	88.0	100.8	51.0	63.3	72.8	114.9	149.7	147.0	145.1	145.1	144.1	145.2

The indexes for 1950 are subject to revision.

C—Strikes and Lockouts

TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-MARCH, 1949-1950†

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Working Days	Per Cent of Estimated Working Time
1950*						
January.....	9†	9	2,456†	2,456	39,488	0.05
February.....	10	15	2,881	3,764	26,300	0.03
March.....	13	21	4,604	5,659	25,118	0.03
Cumulative totals.....	32		9,941		90,906	0.04
1949						
January.....	10†	10	1,811†	1,811	9,710	0.01
February.....	7	10	6,721	7,245	71,652	0.09
March.....	9	11	1,951	6,601	136,317	0.16
Cumulative totals.....	26		10,483		217,679	0.09

* Preliminary figures.

† Strikes un-terminated at the end of the previous year are included in these totals.

‡ The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, MARCH, 1950 ⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars ⁽²⁾
	Establish- ments	Workers		
Strikes and Lockouts in Progress Prior to March, 1950				
MINING— Firebosses, Bellevue, Blairmore, Cadomin, Canmore, Coleman, Gregg River, Luscar, Alta.	10	180	500	Commenced January 16; for imple- mentation of majority report of arbitration board for welfare fund and continuance of monthly wage rates, instead of welfare fund and daily rates proposed by operators; terminated March 3; return of workers under terms of previous agreement; in favour of employers.
MANUFACTURING— <i>Boots and Shoes (Leather)—</i> Shoe factory workers, Richmond, P.Q.	2	195	5,000	Commenced February 14; for union recognition and agreement pro- viding for increased wages and other changes; untermiated.
<i>Textiles, Clothing, etc.—</i> Worsted textile factory workers, Trenton, Ont.	1	117	2,500	Commenced December 28, 1949; for a new agreement providing for increased wages and reduced hours; untermiated.
Sportswear factory workers, Toronto, Ont.	1	.....	.....	Commenced February 3; alleged discrimination in dismissal of three workers; later information indicates terminated February 10; return of workers pending reference to Ontario Labour Relations Board; indefinite.
Hosiery and clothing fact- ory workers, Guelph, Ont.	1	59	470	Commenced February 13; refusal of union to accept clause that wage increases in lower brackets be negotiated in recommendations of conciliation board providing for certain wage increases, reduced hours, hospitalization plan, etc., in union agreement under negotia- tions; terminated March 10; return of workers pending further nego- tiations <i>re</i> agreement; indefinite.
Men's clothing factory workers, Montreal, P.Q.	1	31	90	Commenced February 20; against dismissal of a foreman; terminated March 3; replacement and return of 4 workers; in favour of employer.
CONSTRUCTION— <i>Buildings and Structures—</i> Plumbers, steamfitters and helpers, Ottawa, Ont.	31	228	5,000	Commenced January 3; for a new agreement providing for increased wages, two weeks' vacations with pay, double time on Saturdays, check-off, etc.; untermiated.
TRADE— Department store clerks, New Westminster, B.C.	1	45	1,000	Commenced August 27, 1949; for a union agreement providing for increased wages and other changes as recommended by majority report of conciliation board; untermiated.
SERVICE— <i>Business and Personal—</i> Beverage room tapmen, waiters and glass washers, Calgary, Alta.	20	200	600	Commenced February 4; for imple- mentation of award of arbitration board for increased wages in new agreement under negotiations; ter- minated March 4; conciliation, provincial; compromise.

TABLE G-2—STRIKES AND LOCKOUTS IN CANADA, MARCH 1950 ⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars ⁽²⁾
	Establish- ments	Workers		
Strikes and Lockouts Commencing During March, 1950				
MINING— Coal miners, Canmore, Alta.	1	262	524	Commenced March 1; refusal to cross picket line of striking firebosses; terminated March 2; return of workers; in favour of employer.
MANUFACTURING— <i>Textiles, Clothing, etc.—</i> Cotton factory workers, weavers, Milltown, N.B.	1	205	200	Commenced March 21; protest against inconvenience caused by closing entrance to weaving department during alterations; terminated March 22; negotiations; in favour of workers.
<i>Pulp, Paper and Paper Products—</i> Paper box factory workers, Toronto, Ont.	2	223	3,100	Commenced March 2; for a new agreement providing for a greater increase in wages than recommended by conciliation board; terminated March 21; negotiations; compromise.
<i>Miscellaneous Wood Products—</i> Lumber and plywood factory workers, Port Alberni, B.C.	2	474	235	Commenced March 9; dispute over vote <i>re</i> union affiliation for plant engineers; terminated March 9; return of workers; in favour of employers.
Plywood factory workers, New Westminster, B.C.	1	708	2,500	Commenced March 25; alleged violation of agreement for night shift to work six nights per week instead of five; terminated March 29; return of workers; in favour of employer.
<i>Metal Products—</i> Steel products factory workers, London, Toronto, Ont., Montreal, P.Q.	4	(3) 2,483	(3) 600	Commenced March 14; protesting decision of arbitration board to retain 42½-hour week instead of 40 hours provisionally effective Jan. 1-50 in agreement; terminated March 14; return of workers; in favour of employer.
<i>Miscellaneous Products—</i> Neon sign factory workers, installers, etc., Vancouver, B.C.	1	(4) 55	990	Commenced March 8; for a new agreement providing for increased wages, two weeks' vacations with pay instead of one, and pay for statutory holidays, following reference to conciliation board; un-terminated.
TRANSPORTATION— <i>Other Local and Highway—</i> Taxi drivers, Sudbury, Ont.	3	55	550	Commenced March 14; alleged discrimination in dismissal of five drivers; terminated March 25; conciliation, provincial, and return of workers pending negotiations for a union agreement (drivers reinstated); indefinite.

TABLE G-2—STRIKES AND LOCKOUTS IN CANADA, MARCH 1950 ⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars ⁽²⁾
	Establish- ments	Workers		
Strikes and Lockouts Commencing During March, 1950				
TRADE— Junk yard workers, Vancouver, B.C.	1	16	400	Commenced March 1; for a new agreement providing for increased wages, extension of vacations with pay, payment for statutory holidays, as recommended by conciliation board; untermiated.
Wholesale grocery workers, Calgary, Alta.	1	29	275	Commenced March 21; for a new agreement providing for incorporation of cost-of-living bonus in basic wage, plus increase in wages, following reference to conciliation and arbitration boards; untermiated.
Building supplies workers, Victoria, B.C.	1	67	134	Commenced March 30; for a new agreement providing for increased wages, payment for statutory holidays, contributory hospitalization and annuity plan, etc., following reference to conciliation board; untermiated.
SERVICE— <i>Business and Personal—</i> Garage mechanics, greasers, etc., Toronto, Ont.	1	12	200	Commenced March 8; for a union agreement providing for guaranteed weekly wage and other changes, following reference to conciliation board; partial return of workers; untermiated.
Hotel employees, Cornwall, Ont.	3	15	250	Commenced March 9; for a union agreement providing for increased wages, reduced hours, overtime rates, vacations with pay, following reference to conciliation board; untermiated.

⁽¹⁾ Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

⁽²⁾ In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

⁽³⁾ Workers involved in Ontario—1,983, with a time loss of 500 days; workers involved in Quebec—500, with a time loss of 100 days.

⁽⁴⁾ 72 indirectly affected.

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